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CAUT ACPPU BULLETIN

Canada's Voice for Academics

La voix des universitaires
du Canada

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AFF Gives \$100K to Aid FNUC Staff

CAUT's Academic Freedom Fund has donated \$100,000 to the University of Regina Faculty Association to help the association protect academic freedom and academic staff rights at First Nations University of Canada.

The donation, the first given since the fund was established in 2001, was announced May 18 at a news conference in Regina where CAUT treasurer John Baker presented a six-foot mock-up of the cheque to faculty association president Dorothy Lane.

"Academics across Canada want to help our colleagues at First Nations University who have been facing unprecedented interference in the operation of their fine institution," Baker said. "We believe it is vitally important for the future of First Nations University that the academic freedom and other rights of faculty and the rights of students and staff are respected."

The university was plunged into crisis in early 2005 when FNUC board of governors' chair Morley Watson directly intervened in the running of the university — firing several administrators, suspending staff and making copies of faculty and student records. Subsequently, deans of both the Regina and Saskatoon campuses were fired. More than 30 grievances have been filed by the faculty association.

FNUC's longtime president Eber Hampton and academic vice-president Denise Henning resigned in protest, taking positions at the University of Regina, the university with which FNUC is affiliated.

Lane welcomed the donation from CAUT, saying the money would be used to help the association proceed with a number of grievances. "This donation will help us continue the fight to protect the rights of faculty and ensure First Nations University regains its place as the premier First Nations' university in Canada, if not North America," she said.

CAUT established the Academic Freedom Fund to aid in the defence of academic freedom. The fund is a "catastrophic insurance" plan to guarantee sufficient resources for any local association when defence of academic freedom and rights takes extraordinary resources. ■

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Union Success at Guelph



University of Guelph — Academic staff members vote in favour of unionization.

A UNION drive at the University of Guelph has been embraced by a majority of academic staff members. The Ontario Labour Relations Board, which tallied the votes May 16, reported that 65 per cent of people casting ballots voted to be represented by the University of Guelph Faculty Association. Voter turnout was 68 per cent of the proposed bargaining unit and included a "flying poll" conducted by a board official at Guelph's satellite campuses in Kemptville, Ridgetown, Toronto, Simcoe and Vineland Station.

The faculty association's council voted to begin the process in early April and within four weeks

its organizing team had collected signatures from 56 per cent of the eligible group.

David Josephy, vice-president of UGFA, said the association was able to complete the card-signing phase "faster than anyone had thought possible," and noted that faculty remained collegial and fair during the debates over certification in the weeks and months leading up to the May vote.

"We are very satisfied with the strong support we received, which came from every corner and discipline on this diverse campus," he said. "The new

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Accréditation du personnel de Guelph

La campagne de syndicalisation menée auprès du personnel académique de l'Université de Guelph a recueilli l'appui de la majorité des membres. Selon les résultats du scrutin déposé par la Commission des relations de travail de l'Ontario le 16 mai dernier, le personnel académique ayant participé au vote s'est prononcé à 65 % en faveur de la représentation de leur groupe par l'association du personnel académique de l'Université de Guelph (UGFA).

Le taux de participation s'est chiffré à 68 % de l'unité de négociation proposée et comprenait également les voix exprimées lors d'un « scrutin-éclair » qu'un représentant de la commission a conduit sur les campus satellites de Guelph à Kemptville, Ridgetown, Toronto, Simcoe et Vineland Station.

Le conseil de l'association du personnel académique a mis le processus en marche au début

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Academic Freedom Fund Donors

Faculty Associations

University of New Brunswick (AUNBT) — \$50,000
University of Guelph (UGFA) — \$25,725
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Cape Breton University (CBUFA) — \$11,000
University of Victoria (UvicFA) — \$12,000
McMaster University (MUFA) — \$20,000
Mount Saint Vincent University (MSVUFA) — \$14,720
University of Waterloo (FAUW) — \$22,000
University of Calgary (UCFA) — \$28,600
Association of Nova Scotia University Teachers — \$1,000
University of Regina (URFA) — \$10,000
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Algoma University College (AUCFA) — \$1,000
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Université de Hearst (APUA) — \$500
Nipissing University (NUFA) — \$1,000
University of Alberta (AASUA) — \$31,700
Université de Moncton (APPUMCE) — \$2,750
University of B.C. (UBCFA) — \$25,000
University of Northern B.C. (UNBCFA) — \$2,000
St. Thomas More College (STMFCU) — \$2,000
Atlantic School of Theology (ASTFA) — \$500
Collège universitaire de Saint-Basile (APCUSB) — \$2,000
King's University College (KUCFA) — \$2,000

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COMMENTARY TRIBUNE LIBRE

Teaching vs. Instruction

Strictly speaking, education & instruction are mutually exclusive.
You instruct soldiers. You teach students.

By FELIPE FERNÁNDEZ-ARMESTO

THERE are worse things in America: shopping malls, car fetishism, capital punishment, the Government, the abuse of immigrants, torture, the bias towards wealth, the petty, everyday tyrannies of a culture of conformism, the pseudo-pieties people mistake for religion. But if one thing distresses me disproportionately, it is Americans' habit of speaking of "instruction" when they mean "teaching." Junior teaching staff are called "instructors." The forms students fill in when they comment on courses ask about "quality of instruction." In fairness to academics, it has to be said that "instruction" is a bureaucrat's word for teaching, but scholars slip into the habit of using it with no apparent sense of incongruity. It betokens, I think, deep and widespread mental confusion about the nature of what universities ought to do.

Strictly speaking, education and instruction are mutually exclusive. You instruct soldiers. You teach students. An equipment manual contains instructions, but they are not instructions for instructing. An instructor lays down rules to be obeyed; a teacher strews ideas to be subverted. Instructions prescribe; education provokes. Instruction is regimentation; education is liberation.

The name you give something does not necessarily affect its nature. Black girls can be called Bianca without incurring crises of identity. "Nigel" literally means "small and black," but can be suitable for a tall, blond boy. My Christian name means "lover of horses," but I have no emotional commitment to those beasts and, on the whole, they seem to hate me. If, however, you take the meaning of a name seriously, it can affect your behaviour. The name "instructor" is potentially fatal to a teacher's

teaching: it encourages data feeding into dull automata, rather than the stimulation of independent minds. Fundamental to the notion of "instruction" is the doctrine that students must believe what teachers say. Fundamental to education is that they should question and quarry and challenge and harry it.

Misrepresentation of teaching as instruction can poison social attitudes towards the teacher's job. It makes it seem routine, mechanical and unimaginative. I have been astonished since my arrival in the U.S. by the amount of time spent in debate on the content of courses, especially in secondary schools, but also to a degree in universities. I suspect the content of a course makes little difference to its effectiveness: what matters is the way it is taught. Yet because of the notion that "instruction" is what happens in the classroom, committees scour syllabuses for comprehensive coverage, political correctness, utility, importance and, variously, godliness or irreligion — apparently unaware that well-educated students will be crucially minded and that critically-minded students will reject instruction. School boards are unbelievably prescriptive, demanding their own shibboleths be compulsory parts of the syllabus, apparently unaware that compulsion is almost always hostile to education.

The U.S. today is convulsed by curriculum wars that arise from fundamental misunderstandings about what teachers do. There are two battlefields. First, there is conflict over state funding for politically committed teaching. Most teachers who take a political line in class are liberal or leftist. When agitators or legislators demand politically neutral or socially responsible courses, they usually want students instructed in the merits of conservative values: the "basics" of family values and patriotism, mom and apple pie. Teachers who teach different values

should be sacked or starved of funding. People who misconceive education as instruction are unaware of how the classroom works as an arena of criticism, a nursery of the unpredictable.

Evolution is the second battlefield. It baffles people outside the U.S. that there can be serious divisions in this country over the place of evolution in the curriculum. Friends who teach in universities in largely liberal states such as California and Pennsylvania tell me students excuse themselves from class on conscientious grounds when evolution is on the syllabus. The students have failed to understand that they are at liberty to make up their own minds. They get that message from their parents and legislators, and pastors and press — not from teachers.

A well-taught course is always self-undermining, because it imparts the gift of a rational, critical response. The best teachers produce unruly and heterodox disciples. Plato taught Aristotle. Russell taught Wittgenstein. The best measure of a teacher's excellence is the number of his pupils who depart from his ideas. That is how intellectual progress happens. The best way to produce conservative students is to give them radical teachers. But those who think of teaching as instruction will never see that, nor perceive the potential education has for enhancing lives and changing the world. ■

Felipe Fernández-Armesto is a British historian and author of several popular works of history and is the current Prince of Asturias Chair in Spanish Culture and Civilization at Tufts University.

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The views expressed are those of the author and not necessarily CAUT.

Collective Bargaining Key for Contract Staff

As contract academic staff in Canada's universities and colleges we have been nurtured on the centrality of rational discourse. We earned our advanced degrees and certifications by mastering our fields and by demonstrating that we can contribute to their further development through dissemination of knowledge, service and research.

As we become involved in our academic staff associations, we typically bring with us teaching and research techniques developed over decades. As we enter collective bargaining, we consult with our members, hold discussions about our priorities, develop contract language and present our package to the employer.

But, despite the rhetoric about looming academic staff shortages, the employer wants concessions, such as an expansion of so-called "teaching only" positions, permission to convert permanent positions to contract positions and other measures that further

impose the "have vs. have-not" model on academic staff. Our rational discourse more often than not is met by one word: "No."

We face educational corporations that have openly become business-oriented and hardheaded about their own skewed interpretation of higher education as it has developed over the past 700 years.

Ironies abound. The University of British Columbia recently hired a U.S. Nobel laureate, at a cost of more than \$400,000, a multimillion dollar grant commitment and a spousal appointment, all in the name of improving "science education." Meanwhile, teaching-only contract staff working full-time at UBC and other institutions, earn only 10 to 15 per cent of this amount — if they're lucky — in all fields, including the sciences. Imagine how we could improve science education if we put that money into the front lines!

The only way Canadian academic staff can protect what we have and im-

prove the conditions of our most exploited colleagues is through collective bargaining. We're talking about protecting our core values, such as academic freedom, job security and a living wage. We must recognize that collective bargaining is really about power and the consequent distribution of resources, not about rational discussion. Management has power and it doesn't want to give it up. As academic staff, we need the power if our institutions are to fulfill their promise. It is in collective bargaining, and not in our senates, that we can achieve our goals.

The business-oriented model of these new educational corporations forces us to follow the model of industrial unions if we intend to protect what we have and build on it. This means building solidarity among our members, and it means saying "No" to any and all concessions, and backing it up with job action.

See COLLECTIVE BARGAINING Page A11

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

Work's Done 'til Fall? Not Likely



By GREG ALLAIN

LAST month I ran into an old acquaintance I hadn't seen for quite some time. After a cordial exchange about our respective families, he said: "So, now that the semester is finished and your grades are in, you must be settling into your four-month vacation? Great job, if you can get it!"

I am always appalled at how little people know about the employment and working conditions of academic staff. Over coffee, I patiently explained to this professional, who has fewer years of schooling than I have (and earns a higher salary, I might add), that we work as hard if not harder than other people, but our yearly workload happens to be distributed differently.

During the regular school year, which in many institutions runs from early September to late April, we teach and advise full-time and part-time students, perform research, serve on academic or administrative committees, and work with student and community organizations. In May and June, we finalize our research papers and present them at scientific conferences where we receive feedback from our peers before our findings are published in scholarly journals, books or electronic media. These meetings are also a great place to keep abreast of developments in our fields.

The lucky ones among us are vacationing for the month of July. August is devoted to updating existing courses or designing new ones and preparing lectures and exercises for the fall term. "So you see," I told this fellow, "we work year round just like you do!"

Luckily, he didn't bring up the old saw about how, since we're only in class nine hours a week (the actual number varies by institution), we only work nine hours a week! This is without question a common misapprehension shared by many people and time and again we must explain that we spend at least two hours in out-of-class preparation for every hour we spend in class. There's also office hours for student consultations, which for those supervising graduate students' research could be a considerable amount of time, and hours of faculty and committee meetings that deal with the policies of our institutions, departmental matters, academic issues, curricula, budgets, equipment purchases and hiring, and, if there's time left, oh yes, there are those research projects we must manage and bring to fruition.

According to recent surveys, many academics work a 50-hour week, while some exceed the 60-hour a week mark. I realize I'm talking here from a full-time professor's point of view, and we all know CAUT represents a vast array of members, including university and college teachers, librarians, researchers, contract academic staff and other academic professionals

whose working conditions vary by individual circumstance and institution. For instance, some part-timers have to hold a number of teaching contracts to make ends meet, often ending up working more hours, for less pay, than a full-time job.

All I am trying to say here is that the work we do is commonly misunderstood by the general public — even by some professionals, who should know better. Yet we all share a mutual dedication to the work we do to sharpen our students' critical thinking skills and prepare them for the important roles they will be playing in society, and to develop and disseminate new knowledge. The question is, how do we make the nature of our work better known?

I remember a few years ago reading an analyst's diagnosis of the many challenges facing higher education in Canada, and scoffing at his suggestion that all academics needed was a good marketing strategy. Perhaps that wasn't such a bad idea after all. At my institution, the faculty of graduate studies and research arranged for a regular column in the Saturday edition of our local daily to feature one of our professor's research. About 30 have appeared so far.

Now if we could only build teaching and community involvement into that formula, we might have one possible model on how we go about disseminating information on what we do and the passion that drives us, in the media and therefore the general public. ■

Flex Plans: Alluring but Bad News



By MIKE CARROLL

AT least two Canadian universities (Toronto and Guelph) have tried over the past year to get faculty to accept flexible benefit plans. So this seems a good time to outline what's wrong with flex plans.

University administrators have a strong incentive to control health care costs. But what "control costs" means here is less a concern with general health care costs and more with containing benefit costs — the costs of the group health plan premiums they have to pay to fund the coverage their employees are entitled to under their collective agreements. There are obviously several ways of containing benefit costs in this sense.

One way is simply to hold the line on, if not reduce, coverage. For example, during the last round of negotiations at the University of Western Ontario, none of the suggested improvements our faculty association put forward about medical coverage was accepted, and we lost ground on out-of-country coverage.

Another cost-cutting strategy is to shift costs to employees. In the past, this has commonly been done by some form of cost sharing (for example, getting employees to pay half of the costs of benefit coverage). But there is another way to shift costs to employees: by introducing flexible benefit plans.

The initial appeal of these plans to employees rests on a simple premise. Plan participants get a specific dollar amount up front to buy the benefits appropriate to their stage in life. Have a young family? Well, you don't really need coverage for dental implants but you do need orthodontics. Older and with the kids having left home? Well then, coverage for implants makes far more sense than orthodontics. (I've chosen orthodontics/implants as an example only because of the frequency with which these specific benefits have come up in conversations with faculty association members since I became the chair of the pensions and benefits committee, but you get the general idea.) In this context, a typical flex plan would provide plan members with some basic coverage and also advance a certain dollar amount to purchase a variety of additional benefits.

So, just how does such an apparently appealing plan shift benefit costs to employees?

Well, think about it. The premiums employees pay for a certain level of coverage will always be a function of how much the carrier pays out for claims under that coverage. As costs go up, so will premiums. Let's say you have a flex plan and you're deciding what cov-

erage to purchase with the dollar amount you've been allocated. If you guess wrong, you'll end up with no coverage for what you need. But let's assume you guess right. You only purchase the coverage you and your family are likely to need in the near future.

What this now means is that the number of employees contributing to specific portions of the plan is going to be a subset of all employees and those employees who are most "at risk," that is, those employees (and families) who are especially likely to need those benefits over the next few years. Since the carrier is now only receiving premiums from a smaller group, and a group that is more likely to be making claims, it seems clear that in short order the cost of providing that coverage will go up and consequently premiums will increase.

Under a flexible benefit plan this is of no consequence whatsoever to the employers who provide plan participants with the cash to buy the benefits, but it will erode the coverage that individual members can purchase with the sum that is advanced to them. Voila: increased costs are passed to employees.

I might add that in Google, a search on the words "flexible benefits" will give back a number of sites maintained by consultant groups touting these plans to employers generally. All of these sites mention that flexible benefit plans are a way for employers to contain costs, but there are several that are honest enough to say this is done by passing costs on to employees.

A faculty union or association could work to offset some of the costs passed on to its members by negotiating an increase in the dollar amount that is advanced each year, but most of this increase would be spent on "treading water" — maintaining the initial level of coverage — rather than improved coverage.

Flexible benefits are not about improving benefit plans or meeting employee needs. More or less the same points have been made by any number of other individuals and groups. See for example [UTFA's Reply Brief Reply Submissions of the University of Toronto Faculty Association in the matter of an arbitration (salaries, benefits and pensions for 2005/06) between the University of Toronto Faculty Association and the Governing Council of the University of Toronto, December 7, 2005, pp. 26-31, available at www.utfa.org/currentissues/bargainingupd/. That same brief points out that "none of the 16 major universities in Ontario has a cafeteria benefits system." ■

Mike Carroll is chair of the University of Western Ontario Faculty Association's pensions and benefits committee.

The views expressed are those of the author and not necessarily CAUT.

LE MOT DU PRÉSIDENT

Vivement les vacances! Vous croyez?

Par GREG ALLAIN

LE mois dernier, j'ai croisé une ancienne connaissance que je n'avais pas revue depuis longtemps. Après les salutations d'usage, il me dit : « Maintenant que le semestre est terminé et que les notes finales sont rentrées, tu dois pouvoir jouir de tes quatre mois de vacances. Quelle chance d'avoir un tel emploi! »

Je suis toujours renversé de constater à quel point les gens en général savent peu du travail du personnel académique et des conditions dans lequel il s'exerce. Bien attachés à un café, j'ai patiemment expliqué à ce professionnel qui n'a pas eu à terminer autant d'années d'études universitaires que moi (mais dont le salaire est passablement plus élevé) que dans les établissements d'enseignement post-secondaire, nous travaillons autant, sinon davantage, que tout le monde, mais que nos tâches sont

réparties différemment au cours de l'année.

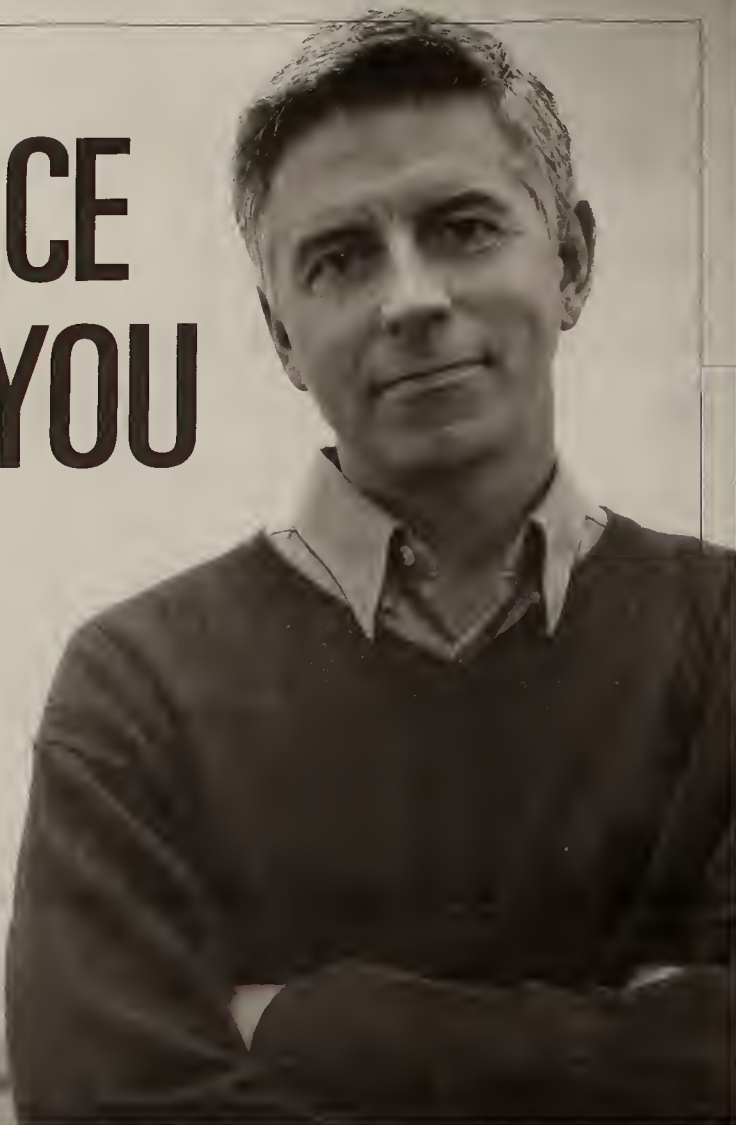
Ainsi, pendant l'année universitaire comme telle (le plus souvent du début septembre à la fin avril), nous enseignons et offrons des services professionnels à des étudiants autant à temps plein qu'à temps partiel, nous effectuons des travaux de recherche, nous participons à des comités académiques ou administratifs et nous collaborons avec les organisations étudiantes et communautaires. En mai et en juin, nous mettons la dernière main aux résultats de nos recherches en vue de les présenter à des colloques scientifiques, où nous recevons du feedback de nos pairs, et de les diffuser dans des ouvrages spécialisés et des revues scientifiques ou bien sur des médias électroniques. Ces colloques sont aussi d'excellentes occasions pour nous de nous tenir à jour grâce aux plus récents travaux réalisés dans notre domaine de spécialisation.

Les plus chanceux parmi nous partent en vacances en juillet. Puis, le mois d'août est consacré à la mise à jour de notre matériel pédagogique, à l'élaboration des nouveaux cours et à la préparation des conférences, exposés et travaux pour la session d'automne. « Alors tu vois », lui dis-je, « nous travaillons toute l'année nous aussi! »

Heureusement, mon type n'a pas soulevé l'autre préjugé voulant que nous travaillions seulement neuf heures par semaine puisque c'est le nombre d'heures que nous passons en classe dans une semaine (en fait, le nombre exact varie d'un établissement à l'autre). Il nous faut nous employer diligemment à démentir cette fausseté trop souvent colportée en faisant bien comprendre que chaque heure passée en classe nécessite au moins deux heures de préparation, sans compter les heures de bureau consacrées

Voir LES VACANCES à la page A6

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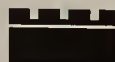
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NEWS ACTUALITÉS

Watchdog Grills Spy Agency over Domestic Eavesdropping

CANADA'S Communications Security Establishment commissioner, Antonio Lamer, has been asking tough questions recently of the agency about trespassing in Canadian communications.

Correspondence obtained by the Canadian Press shows that recent revelations in the United States over National Security Agency spying on domestic communications prompted a series of highly-classified exchanges in Ottawa between Lamer, CSE's official watchdog, and CSE chief John Adams. Over a span of two months, Lamer's office grilled the agency about the extent of CSE eavesdropping on Canadians.

Until the passage of Canada's Anti-Terrorism Act in 2001, the very existence of CSE was cloaked in secrecy. Since the 1940s, the spy agency has been involved almost exclusively with foreign intelligence activities, trolling through the phone calls and later the emails, faxes and BlackBerry messages of foreign countries for foreign intelligence beneficial to Canadian interests.

Along with NSA in the U.S. and counterpart agencies in Britain, Australia and New Zealand, CSE participated in a worldwide surveillance network known as Echelon, but under Canadian law CSE was forbidden to data mine on Canadian soil.

The 2001 legislation changed the ground rules. Mirroring the secret and arguably illegal NSA warrant spying program authorized by U.S. President George W. Bush, the act explicitly allows CSE to spy within Canada's borders. That has Lamer worried CSE's eavesdropping powers might extend to the same massive trolling inside Canada that it ordinarily performs internationally within its original mandate, and that NSA and the Bush Administration are under fire for in the U.S.

The Canadian public will know more when the commissioner's annual report to Parliament is released later this year. ■

Le Fonds de la liberté académique remet 100 000 \$ à l'URFA

LE Fonds de la liberté académique de l'ACPPU a fait un don de 100 000 \$ à l'Association du personnel académique de l'Université de Regina (URFA) afin de l'aider à protéger la liberté académique et les droits du personnel académique de l'Université des Premières nations du Canada (UPNC).

L'annonce de ce don — le premier depuis la création du fonds en 2001 — a été faite le 18 mai dernier à Regina lors d'une conférence de presse où le trésorier de l'ACPPU, John Baker, a présenté une maquette du chèque de six pieds à la présidente de l'association, Dorothy Lane.

« L'ensemble de la communauté académique canadienne souhaite venir en aide aux collègues de l'UPNC qui ont été confrontés à une ingérence sans précédent dans la bonne marche de leur établissement de renom », a dénoncé M. Baker. « Selon nous, il est capital pour l'avenir de l'université que soient respectés la li-

berté académique et les autres droits du personnel académique ainsi que les droits des étudiants et du personnel général. »

L'université a été plongée dans la crise au début de 2005 lorsque le président du bureau des gouverneurs de l'UPNC, Morley Watson, est intervenu directement dans le fonctionnement de l'université en renvoyant plusieurs administrateurs, en suspendant certains membres du personnel et en faisant reproduire les dossiers de professeurs et d'étudiants. Ces mesures ont été suivies du congédiement des doyens des campus de Regina et de Saskatoon. De son côté, l'association du personnel académique a déposé une trentaine de griefs.

Le recteur de longue date de l'UPNC, Eber Hampton, et la vice-rectrice à l'enseignement, Denise Henning, ont démissionné pour accepter de nouveaux postes à l'Université de Regina — l'établissement

auquel l'UPNC est affilié.

M^{me} Lane a fait bon accueil au don de l'ACPPU en soulignant que l'argent aiderait l'association à mener à bien plusieurs griefs.

Et d'ajouter : « Ce don nous permet de poursuivre notre lutte en vue de protéger les droits du personnel académique et de veiller à ce que l'UPNC retrouve son titre de principale université des Premières nations au Canada, voire en Amérique du Nord. »

L'ACPPU a créé le Fonds de la liberté académique pour défendre vigoureusement la liberté académique. Ce « régime d'assurance-catastrophe » a pour objet de garantir aux associations membres de l'ACPPU les ressources dont elles ont besoin lorsque la défense de la liberté académique et des droits du personnel académique requiert des ressources extraordinaires. ■

English on page A1.

L'Alberta publie une étude sur l'enseignement supérieur

UN rapport depuis longtemps attendu sur l'enseignement post-secondaire en Alberta vient d'être rendu public le 5 juin dernier.

Le comité directeur du *Learning Alberta* recommande dans son rapport final de faire en sorte que les subventions gouvernementales couvrent les coûts d'inflation que subissent les institutions, de promouvoir davantage l'accès aux études supérieures des Albertains autochtones ou ruraux, d'augmenter le nombre de bourses actuelles et d'en offrir de nouvelles aux étudiants des cycles supérieurs, d'abaisser les taux d'intérêt sur les prêts aux étudiants, d'atteindre un taux d'alphabétisation de 90 % en définissant le terme « alphabétisation » comme étant le niveau « nécessaire pour fonctionner dans une économie du savoir », et d'élaborer une nouvelle politique sur les frais de scolarité.

L'établissement du montant des frais de scolarité faisait l'objet de contestation depuis leur récente

déréglementation, alors que le gouvernement les avait toujours fixés sans jamais dépasser le plafond de 30 % des recettes d'exploitations. Le rapport propose de réglementer à nouveau les frais de scolarité en éliminant ce plafond pour ensuite fixer les augmentations futures en fonction de l'indice des prix à la consommation.

Il est également recommandé de ramener les frais de scolarité aux niveaux de 2004. La récente politique sur les frais de scolarité repose notamment sur l'argument voulant que, même si les frais établis pour l'année universitaire 2005-2006 ont augmenté de 3,8 %, les étudiants n'ont pas eu à subir de coûts additionnels puisque le gouvernement a assumé l'augmentation des frais. Ce dernier a ensuite remis les recettes qui auraient résulté d'une augmentation des frais aux collèges et aux universités à l'occasion des fêtes du centenaire de l'Alberta.

Le gouvernement de l'Alberta

a annoncé qu'il allait examiner le rapport et rendre dans les prochains mois sa décision au sujet des recommandations proposées. Les consultations concernant la politique sur les frais de scolarité se tiendront avec « les organisations étudiantes, les associations de personnel académique, les institutions et les partis de l'opposition... en vue d'achever la mise au point de la nouvelle politique et de faire en sorte qu'elle soit prête à être mise en œuvre en septembre 2007, en même temps qu'un ensemble de mesures d'accessibilité économique qui tiennent compte de tous les coûts que doivent assumer les étudiants ».

C'est le premier ministre sortant Ralph Klein qui avait réclamé la tenue de cette étude en vertu de l'engagement qu'il a pris de faire du système d'enseignement post-secondaire de l'Alberta « le plus abordable au Canada ». ■

English on page A12.



UBC Year in Review A Year in Headlines

2005 | 06 was a banner year for the University of British Columbia by many measures. Ranked again among the top 40 universities of the world, UBC's faculty and students earned international media attention for research and teaching milestones.

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NEWS ACTUALITÉS

CAUT Invited to Join OECD Ministers' Meeting on Higher Ed

CAUT has been invited to join a meeting of ministers of education from OECD countries in Athens later this month to discuss how to promote quality, equity and efficiency in higher education.

"In recent decades, higher education systems have grown and diversified in all OECD countries and must now address broad objectives of growth, full employment and social cohesion," said Angel Gurria, the OECD's secretary-general.

This year's meeting of OECD education ministers is the first to focus on higher education, and will be preceded by a forum on the future of higher education that will look at how four major forces — technology, globalization, demography and new approaches to university and college governance — might affect higher education.

"The OECD has become increasingly active in the field of higher

education policy," CAUT associate executive director David Robinson said. "To date, much of this work has largely ignored the concerns of academic staff, and yet many governments, including those here in Canada, are using OECD recommendations as a blueprint for change."

He said the OECD has been promoting a series of "commercial and businesslike reforms" that would make institutions more dependent on tuition fees and private sources of revenue, and would jeopardize the autonomy and integrity of universities and colleges.

"Almost no attention has been paid to the impact of these reforms on academic freedom, collegial governance, or the terms and conditions of employment of staff," Robinson said. "We need to make the case very forcefully to ministers that a talented and committed professoriate, protected by academic freedom and

directly involved in the decision-making processes of the institution, is at the heart of higher education."

Canada will be officially represented at the ministerial meeting by Chris Bentley, Ontario's Minister of Training, Colleges and Universities, Joan Burke, Minister of Education for Newfoundland and Labrador and Jean-Marc Fournier, Quebec's Minister of Education, Recreation and Sports.

Prior to the official opening of the ministerial meeting, the OECD is hosting a two-day "experts" seminar in Istanbul on higher education reform. An invitation-only program, Education International, the global federation representing more than 29 million teachers and education workers in 166 countries from preschool to university, has invited CAUT to join the seminar. ■

Version française à la page A7.

Waterloo Ends Mandatory Retirement Immediately

THE University of Waterloo's board of governors voted June 6 to end mandatory retirement, six months ahead of the deadline set by the Ontario government.

The board gave approval to changes in the memorandum of agreement between the university and the academic staff association, deleting many references to retirement and specifying that a faculty member "has the right to retire at a date of his or her choosing." The same right is being given to staff members starting immediately.

The board also approved revisions to the pension and benefit plans that result from the end of manda-

tory retirement. Employees who stay at the university after age 65 will have most of the same benefits they had before: the extended health care plan will continue for those individuals as will the dental plan and sick leave coverage.

At age 69, employees who stay on the job will start getting the same benefits as retirees: a health plan similar to what they had before, but no dental plan. Long-term disability will end at age 65, sick leave after 65 will be limited to 120 days and life insurance will be available on a reduced scale. ■

Version française à la page A9.

Governance Crisis Continues at FNUC

Chiefs reject own task force report.

THE spring chiefs assembly of the Federation of Saskatchewan Indian Nations has rejected the advice of its own task force on depoliticizing the governance of First Nations University of Canada, which has its main campus in Regina.

The chiefs voted to reduce the size of the university's board of governors from the previous 31 members to 19, with an additional 10 people serving on a non-voting advisory board. The governing board will consist of 14 tribal council and independent band representatives, three student representatives, one faculty member and one FSIN executive member, who will act as board chair.

The FSIN-commissioned task force on the future of the university had said that its "most important focus" was "institutional governance" — calling for a smaller board of 13 people appointed "primarily on the basis of the competencies they will bring to the board rather than as representatives of a nominating body."

"The task force emphasized the importance of FNUC, like any other university, being reasonably autonomous from its politically constituting authority," said CAUT executive director James Turk. "But the chiefs repudiated this advice and created an even more political board with only four non-political members."

The Association of Universities and Colleges of Canada had given FNUC until June 14 to demonstrate it was attempting to implement the task force recommendations on improving university governance. At its June meeting, the

AUCC said its board will consider establishing a committee to assess the situation at FNUC in relation to the institution's adherence to the criteria for institutional membership in the association.

Prior to the chiefs assembly, FSIN asked Professor Shaheen Pete of the University of Regina's faculty of education to prepare a report on the implications of membership in AUCC.

Pete was highly critical of AUCC. She said her search of the association's web site and a media search failed to show AUCC having "any concern for First Nations or aboriginal/indigenous higher education." She suggested FNUC "may want to examine some of the other developing options in regard to accreditation."

AUCC took umbrage with Pete's report and its characterization of the association as uninvolved in aboriginal higher education issues, calling Pete's claim in a May press release "categorically false" and documenting its record of advocacy work on issues of aboriginal education.

The press release included a statement that AUCC is a voluntary membership organization. "When universities apply to become members of the association, it is because they wish to be recognized as a university that has certain characteristics and standards. These are important for faculty, students and for academic recognition nationally and internationally." ■

Version française à la page A10.

Union Success at Guelph

From PAGE A1.

unionized UGFA will be in a strong position as we seek our first collective agreement governed by Ontario labour law."

There are still disputes between the association and the university over the definition of the bargaining unit. The association's proposed unit includes about 830 faculty, pro-

fessional librarians and staff veterinarians — the same group they currently represent. The university is challenging the inclusion of departmental chairs and directors, as well as staff veterinarians.

"UGFA has also always included chairs and directors as members, and this is the situation in all other unionized faculty associations in Ontario," said faculty association pres-

ident Ed Carter. "Staff veterinarians are recognized for the unique contribution they make to teaching, training and research in the veterinary program at Guelph. Including them in the bargaining unit is consistent with their effort over the past several years to become part of UGFA."

The board has scheduled hearings this month to determine the scope of the bargaining unit. ■

Vivement les vacances! Vous croyez?

Suite de la PAGE A3

à l'encadrement des étudiants (et cette tâche est encore plus onéreuse lorsque nous sommes appelés à diriger des thèses), ainsi que les heures passées à siéger aux réunions du corps professoral et des comités pour discuter des politiques de nos établissements, des questions propres à nos départements, de l'enseignement, des programmes d'études, des budgets, de l'achat de matériel et de l'embauche de personnel... Et puis il faudra prévoir du temps également pour ces fameux projets de recherche que nous devons mener à bien.

Des enquêtes récentes font état de semaines de travail de cinquante et, souvent, de plus de soixante heures pour bon nombre de membres du corps universitaire. Je parle ici évidemment à partir de mon expérience de professeur à temps plein. Nous savons tous que l'ACPPU représente une grande diversité de membres, c'est-à-dire des professeurs d'université et de collège,

des bibliothécaires, des chercheurs, des contractuels et d'autres professionnels de l'enseignement dont les conditions de travail varient selon les circonstances et les établissements. Citons, par exemple, le cas des chargés de cours obligés d'accepter plusieurs contrats pour joindre les deux bouts et ainsi souvent forcés à travailler de longues heures contre une rémunération bien inférieure à celle d'un poste à temps plein.

En fait, tout ce que j'essaie de dire, c'est que le travail que nous faisons est souvent mal compris du public (et même de certains professionnels, qui devraient être mieux informés). Pourtant, nous nous donnons tous corps et âme pour développer l'esprit critique de nos étudiants, leur permettre d'acquérir des habiletés qui leur serviront tout au long de leur carrière, faire avancer les connaissances et assurer leur diffusion. Comment faire pour que la nature de notre travail soit mieux connue?

Je me souviens d'avoir d'abord trouvé simpliste, il y a quelques années, le diagnostic d'un analyste traitant des nombreux défis auxquels était confronté l'enseignement post-secondaire au Canada. Selon cet auteur, tout ce dont nous avions besoin, nous qui oeuvrions dans ce secteur, c'était une bonne stratégie de mise en marché. Peut-être n'était-ce pas une si mauvaise idée, après tout! Dans mon institution, la Faculté des études supérieures et de la recherche a obtenu que notre journal quotidien publié régulièrement, dans l'édition du samedi, le portrait d'un chercheur de chez nous et de ses travaux. Jusqu'à maintenant, une trentaine de ces portraits ont paru.

Si nous pouvions trouver le moyen de compléter la formule en y ajoutant des informations sur les volets d'enseignement et de services à la collectivité, nous disposerions alors d'un modèle possible de diffusion dans les médias et dans le grand public de ce que nous faisons et de la passion qui nous anime. ■

Accréditation du personnel de Guelph

Suite de la PAGE A1.

d'avril, et son équipe de syndicalisation a recueilli, en quatre semaines, les signatures de 56 % des membres admissibles.

D'après le vice-président de l'UGFA, David Josephy, l'association a été en mesure de mener à bien la campagne de souscription « plus vite qu'on ne l'avait cru possible ». Le personnel académique,

souligne-t-il, est demeuré impartial et animé d'un esprit de collégialité tout au long des débats sur l'accréditation dans les semaines et les mois qui ont mené au scrutin du mois de mai.

« Nous sommes très satisfaits de l'appui massif que nous avons reçu de l'ensemble de ce campus d'une grande diversité », a-t-il déclaré. « Dans sa nouvelle forme, l'UGFA sera en meilleure position pour con-

clure notre première convention collective régie par le droit du travail de l'Ontario. »

Il reste encore un différend à régler entre l'association et l'université au sujet de la définition de l'unité de négociation. L'unité proposée par l'association comprend 830 professeurs, bibliothécaires et vétérinaires, soit le même groupe qu'elle représente à l'heure actuelle. Pour sa part, l'université conteste l'inclu-

sion dans ce groupe des chaires et des directeurs de département ainsi que des vétérinaires.

« L'UGFA a toujours inclus les chaires et les directeurs parmi ses membres, tout comme le font d'ailleurs toutes les autres associations syndicales de personnel académique en Ontario », a fait observer le président de l'association du personnel académique, Ed Carter. « Les membres vétérinaires sont re-

connus pour leur apport unique à l'enseignement, à la formation et à la recherche au sein du programme de médecine vétérinaire de Guelph. Leur intégration à l'unité de négociation répond aux démarches qu'ils ont faites ces dernières années pour adhérer à l'UGFA. »

La commission des relations de travail tiendra des audiences ce mois-ci en vue de déterminer la composition de l'unité de négociation. ■

NEWS ACTUALITÉS

L'ACPPU invitée à une réunion de l'OCDE

L'ACPPU a été invitée à participer à une réunion des ministres de l'éducation des pays membres de l'OCDE, qui se tiendra à Athènes plus tard ce mois-ci, afin de discuter des façons de promouvoir la qualité, l'équité et l'efficacité en matière d'enseignement supérieur.

« Au cours des dernières décennies, les systèmes d'enseignement supérieur de tous les pays membres de l'OCDE se sont développés et diversifiés, et doivent maintenant se donner des objectifs de croissance, de plein emploi et de cohésion sociale », a déclaré la secrétaire générale de l'OCDE, Angel Gurría.

C'est la première fois qu'une réunion des ministres de l'éducation de l'OCDE portera sur l'enseignement supérieur. La réunion sera précédée d'un forum sur l'avenir de l'enseignement supérieur, qui examinera la façon dont quatre grandes forces de changement (la technologie, la mondialisation, la démographie et les nouveaux modes de gouvernance universitaire et collégiale) pourraient agir sur l'enseignement supérieur.

« L'OCDE est de plus en plus active dans le domaine des politiques régissant l'enseignement supérieur », a déclaré David Robinson, directeur général associé de l'ACPPU. « Jusqu'à maintenant, on n'a pas porté beaucoup d'attention aux inquiétudes du personnel académique, et pourtant de nombreux gouvernements, dont ceux des provinces du Canada, s'inspirent fortement des recommandations de l'OCDE pour modifier leur réglementation. »

Selon lui, l'OCDE a fait la promotion d'une série de « réformes à connotation commerciale » qui rendraient les institutions plus dépendantes des droits de scolarité et des sources de revenus privées, et qui menaceraient l'autonomie et l'intégrité des universités et des collèges.

« Très peu d'attention a été accordée à l'impact de ces réformes sur la liberté académique, la gouvernance collégiale ou les conditions générales d'emploi du personnel », a ajouté M. Robinson. « Nous devons clairement faire comprendre aux ministres qu'un corps professoral de valeur et dévoué, protégé par la liberté académique et participant directement au processus décisionnel des institutions constitue le cœur même de l'enseignement supérieur. »

Le Canada sera officiellement représenté à la réunion ministérielle par Chris Bentley, ministre de la Formation, des Collèges et des Universités de l'Ontario, Joan Burke, ministre de l'Éducation de Terre-Neuve et du Labrador, et Jean-Marc Fournier, ministre de l'Éducation, du Loisir et du Sport du Québec.

Avant la tenue de la réunion ministérielle, l'OCDE présidera à Istanbul un forum « d'experts » de deux jours qui portera sur la réforme de l'enseignement supérieur. L'Internationale de l'Éducation, fédération mondiale représentant plus de 29 millions d'enseignants et de professionnels de l'enseignement qui œuvrent dans 166 pays et qui couvrent tout le spectre de l'enseignement, de l'éducation préscolaire aux études universitaires, a invité l'ACPPU à participer au forum. ■

English on page A6.

Moncton's Greg Allain Elected CAUT President

GREG Allain, professor of sociology at Université de Moncton, was elected president of CAUT at the April Council meeting. Allain succeeds Loretta Czernis, who continues as past president.

Before taking over the president's duties, Allain served on CAUT's executive committee for six years, twice as a member-at-large and chair of the executive committee on contract academic staff, then as treasurer for three years, and last year as vice-president and concurrently chair of the executive committee on francophone issues.

He earlier served four years as president of his local academic staff association, ABPPUM. Allain says his proudest moment came following difficult negotiations in 2000. "That year, we went on strike — our first walkout in the history of the university — over salary parity with New Brunswick's anglophone universities and improvements in workload provisions. We made significant gains and it was an incredible experience of solidarity for our members."

Professionally, Allain's teaching and research interests include francophone minorities in Canada, Acad-

dian society, regional development and trade union and higher education issues. Since 2001, he has coauthored three books on Acadian communities in urban settings in New Brunswick. He has also written a history of his local union. He has published some 40 refereed articles and book chapters, edited four journal issues and spearheaded four annual meetings of the Réseau de la recherche sur la francophonie canadienne, held during annual conventions of the Association francophone pour le savoir (the francophone equivalent of the Congress of the So-

cial Sciences and Humanities).

A long term resident of Dieppe, New Brunswick, and fluently bilingual, Allain holds a PhD in sociology from the University of California at Santa Barbara, a master's degree in sociology from Université Laval and a master's in philosophy from Université de Montréal. Allain and his wife Isabelle McKee, also a sociologist, have a daughter, Mélanie, a lawyer and policy analyst for the New Brunswick government, and a son, Dominic, chief pediatric resident at the Stollery Children's Hospital in Edmonton. ■

Protest at Windsor over Forced Retirement

Faculty association urges university administration to follow example of other Ontario institutions & suspend mandatory retirement ahead of new law.

THE University of Windsor Faculty Association is calling on the university's administration to reconsider its decision to force 13 faculty members to retire this summer.

A new provincial law banning mandatory retirement, which is to take effect in December, has prompted universities such as Toronto, Waterloo, Wilfrid Laurier, Laurentian, Lakehead and Trent, to suspend mandatory retirements of faculty members turning 65 this year.

But while options for a longer working life are available at some institutions, the U of W has so far refused to change its policy on retirement age. "The government of Ontario has deemed mandatory retirement discriminatory, and the University of Windsor's administration needs to recognize that forced retirement is discriminatory now, not just when the ban comes into effect," said Brian Brown, president of the faculty association.

The university's vice-president academic, Neil Gold, told the Windsor Star that the administration hadn't known when the legislation would pass and continued its recruitment drive to replace retiring faculty. He also said the affected faculty members "should have been preparing for their retirement date."

Brown said the university has rejected requests to negotiate options for the 13 faculty members retiring this summer and discuss the

overall impact of the legislation on rights and benefits.

He said he hopes the university will consider options for those turning 65 before December and wanting a later retirement age and those who don't.

When the law comes into effect, Ontario will join Manitoba, Quebec, Alberta, Prince Edward Island, Nunavut, Yukon and the Northwest Territories in banning mandatory retirement. ■

Greg Allain de Moncton devient président de l'ACPPU

GREG Allain, professeur de sociologie à l'Université de Moncton, a été élu au poste de président de l'ACPPU lors de l'assemblée du conseil qui s'est tenue en avril. M. Allain succède ainsi à Loretta Czernis, qui devient présidente sortante.

Avant d'accéder à ce titre, M. Allain a siégé au sein du comité de direction de l'ACPPU pendant six ans, à deux reprises en tant que membre ordinaire et président du comité de direction du personnel académique contractuel, puis en tant que trésorier pendant trois ans, et il a exercé l'an dernier les fonctions de vice-président du comité de direction et simultanément de président du comité des francophones.

Auparavant, il avait assumé pendant quatre ans la présidence de l'association du personnel académique de son établissement, l'ABPPUM. M. Allain raconte qu'il a connu ses moments les plus heureux après des négociations difficiles en l'an 2000.

« Cette année-là, nous avons déclaré la grève — le premier débrayage dans l'histoire de l'université — afin d'obtenir la parité salariale avec les universités anglophones du Nouveau-Brunswick et d'améliorer les conditions régissant la charge de travail. Nous avons réalisé des gains considérables et ce fut là une expérience de solidarité incroyable pour nos membres. »

Sur le plan professionnel, les intérêts de M. Allain dans les domaines

de l'enseignement et de la recherche concernent, entre autres, les minorités francophones au Canada, la société académique, le développement régional, les syndicats et les questions relatives à l'enseignement supérieur.

Depuis 2001, M. Allain a co-signé trois ouvrages sur les communautés acadiennes en milieu urbain au Nouveau-Brunswick. Il a également rédigé l'histoire de son syndicat local. Il a publié quelque 40 articles examinés et chapitres d'ouvrages, dirigé la publication de quatre numéros de périodique et mené quatre réunions du Réseau de la recherche sur la francophonie canadienne, qui se sont déroulées dans le cadre des congrès annuels

de l'Association francophone pour le savoir (l'équivalent francophone du Congrès des sciences sociales et humaines).

Résidant depuis longtemps à Dieppe, au Nouveau-Brunswick, et parfaitement bilingue, M. Allain détient un doctorat en sociologie de la University of California à Santa Barbara, une maîtrise en sociologie de l'Université Laval, ainsi qu'une maîtrise en philosophie de l'Université de Montréal. Avec son épouse Isabelle McKee, également sociologue, ils ont une fille, Mélanie, qui est avocate et analyste des politiques au gouvernement du Nouveau-Brunswick, et un fils, Dominic, pédiatre résident en chef au Stollery Children's Hospital à Edmonton. ■

L'UWFA s'oppose à la retraite obligatoire

Le personnel académique de l'Université de Windsor presse l'université de suivre l'exemple d'autres établissements ontariens et de suspendre la retraite obligatoire avant l'application de la nouvelle loi.

L'ASSOCIATION du personnel académique de l'Université de Windsor demande à l'administration de l'établissement de revoir sa décision d'obliger 13 membres du personnel académique à prendre leur retraite dès cet été.

L'adoption d'une nouvelle loi provinciale interdisant la retraite obligatoire, qui doit entrer en vigueur en décembre, a incité plusieurs universités ontariennes, telles les universités de Toronto, de Waterloo, Wilfrid Laurier, Laurentienne, Lakehead et Trent, à suspendre la retraite obligatoire des membres du personnel académique qui atteindront l'âge

de 65 ans durant l'année.

Cependant, alors que certaines institutions offrent des possibilités de prolonger la vie professionnelle, l'Université de Windsor a refusé jusqu'à ce jour de modifier sa politique sur l'âge de la retraite.

« Le gouvernement de l'Ontario considère la retraite obligatoire comme une forme de discrimination, et l'administration de l'Université de Windsor doit reconnaître que la retraite forcée est maintenant discriminatoire et non seulement au moment où l'interdiction entrera en vigueur », de déclarer Brian Brown, président de l'association

du personnel académique.

Neil Gold, vice-recteur à l'enseignement de cette université, a déclaré au Windsor Star que l'administration ignorait le moment où cette loi serait adoptée et qu'elle avait poursuivi ses efforts de recrutement pour remplacer le personnel académique à l'âge de la retraite. Il a ajouté que les membres du personnel concernés « auraient dû se préparer en vue de leur retraite ».

Selon M. Brown, l'université a rejeté les demandes visant à négocier certaines options pour les 13 employés qui prendront leur retraite cet été et à discuter de l'impact

global de la loi sur leurs droits et avantages.

Il a dit souhaiter que l'université envisage certaines options pour les gens qui atteindront l'âge de 65 ans avant le mois de décembre et qui désireront retarder leur retraite, ainsi que pour les autres qui souhaitent le contraire.

Au moment où la loi entrera en vigueur, l'Ontario viendra s'ajouter au Manitoba, au Québec, à l'Alberta, à l'Île-du-Prince-Édouard, au Nunavut, au Yukon et aux Territoires du Nord-Ouest, qui ont tous banni la retraite obligatoire. ■

Academic freedom is fragile.

"Academic freedom and the general freedoms of all citizens are fragile, legal status notwithstanding ... when a society loses its tolerance for differences and change, due to the presence of collective enemies, whether real or manufactured through propaganda, the whole rights-protection system becomes subverted."

— Jon Thompson

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NEWS

LETTERS

Misreading Harper

Loretta Czernis' comments in the president's column (CAUT Bulletin, May 2006) about the Conservative Party's child care plan suggest she is reading too much into Stephen Harper's comments. Harper's remark about child care "experts" is political hyperbole that implies nothing about the value of academic views and research on child care. The Conservative plan is simply a prac-

tical response to the truism that the best caregivers for children are almost always their parents. I suspect most sociologists agree with that, especially if they are also parents. I also suspect some middle class Canadians (excluding academics, of course!) object to the plan for the simple reason that it offers little after-tax benefit to them.

ART HILL
Food Science
University of Guelph

DEDICATED SERVICE AWARDS PRIX POUR SERVICES INSIGNES

CAUT Honours 16 for Local Service

Sixteen individuals have received Dedicated Service Awards from CAUT. Now in its fourth year, the award recognizes people for exceptional service to their academic staff associations. Recipients are nominated by their associations and receive certificates of appreciation and CAUT lapel pins. The award winners are listed below.

LACPPU honore 16 nouveaux lauréats

LACPPU a décerné le prix pour services insignés à seize nouveaux lauréats. Maintenant dans sa quatrième année, le prix récompense des personnes qui ont fourni des services exceptionnels à leur association de personnel académique. Les lauréats, nommés par leur association, reçoivent un certificat commémoratif et une épinglette à l'effigie de l'LACPPU. Les lauréats de ce prix sont :

Saint Mary's University

Michael Vance
Linda Van Esch
Leonard Preyra
John Chamard

Wilfrid Laurier University

Steve Stack

Université de Moncton

Greg Allain
Claude Dionne

Mount Allison University

Christine Storm

Malaspina University College

Jamie Brennan

Vancouver Community College

Lizz Lindsay

University of Manitoba

John Loxley
Mark Gabbert
Dennis Felbel
Barbara Yapps
Sharon Taylor-Henley

Royal Military College of Canada

George Akhras

The complete list of award recipients can be seen at www.caut.ca/en/awards/dsaward.asp. A nomination form for this award is available from www.caut.ca/en/awards/dsnomination.pdf. La liste de tous les lauréats est publiée à www.acppu.ca/fr/prix/dsaward.asp. Le formulaire de mise en candidature est disponible à www.acppu.ca/fr/prix/dsnomination.pdf.

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NEWS

Greek Universities Paralyzed by Strike

UNIVERSITY professors in Greece have staged a nationwide strike protesting a series of proposed changes to higher education in the country, including a constitutional amendment to allow private and for-profit institutions to be built.

"This revision, allowing non-state institutions to operate in tertiary education is not only necessary because it brings the country in line with European Union trends and rules, but also because it has been a key component of our government's reform strategy for many years," said Prime Minister Costas Karamanlis of the conservative New Democracy party, in outlining his proposals for constitutional reform on May 11.

Article 16 of the Greek constitution currently requires that higher education be provided freely and "exclusively by institutions of a public character vested with full autonomy" and that the "establishment of higher education schools by private persons is prohibited."

Students, academic staff and many university rectors are strongly opposing any attempt to relax the constitutional ban on private universities. "Private universities will downgrade even further the academic standards of education in the country by making it an appendage of the

market," Lazaros Apekis, president of the national academics union, POSDEP, told the Athens News.

POSDEP members walked off the job June 1, threatening to disrupt examinations. Meanwhile, students have staged large demonstrations and occupied universities across the country to demand the government withdraws its plans.

In addition to the constitutional amendment, the government is also proposing changes in university governance, giving financial managers more control over the administration of universities and weakening the power of academic councils and senates. Financial assistance for poorer students will be cut back. Technical institutes will be given the same degree-granting status as universities. Tenure for civil servants will be abolished and the principle of "university asylum" that provides for the right of unrestricted expression and exchange of political views on campus, including limitations on police access to university grounds, will be practically abolished.

"The decision to take up industrial action was not done so lightly, but we know we are involved in a very important struggle to protect the integrity and autonomy of Greek universities," said POSDEP secretary Yanis Maistros. ■

Waterloo met fin à la retraite obligatoire

LE bureau des gouverneurs de l'Université de Waterloo a décidé par vote, le 6 juin dernier, de mettre fin à la retraite obligatoire six mois avant la date limite fixée par le gouvernement de l'Ontario.

Le bureau a donné son aval aux modifications apportées au protocole d'entente conclu entre l'université et l'association du personnel académique, dans lequel un grand nombre de mentions relatives à la retraite ont été supprimées et une nouvelle disposition prévoit que tout membre du personnel académique « a le droit de prendre sa retraite à la date de son choix ». Le même droit est conféré aux membres du personnel dès maintenant.

Le bureau a également approuvé les révisions apportées aux régimes de pension et d'avantages sociaux en conséquence de la fin de la retraite obligatoire. Les employés

qui continueront de travailler à l'université après 65 ans bénéficieront de la plupart des mêmes avantages auxquels ils avaient droit auparavant : le régime de soins de santé complémentaire, le régime de soins dentaires et le régime de congés de maladie demeurent tous en vigueur pour ces personnes.

À partir de 69 ans, les employés qui resteront au travail commenceront à bénéficier des mêmes avantages accordés aux retraités : un régime de soins de santé semblable à celui auquel ils adhéraient auparavant, mais pas de régime de soins dentaires. Le régime d'assurance-invalidité de longue durée prendra fin à 65 ans; les congés de maladie après 65 ans seront limités à 120 jours; l'assurance-vie sera offerte, bien qu'avec une couverture réduite. ■

English on page A6.

CAUT's New Professional Officer

MICHAEL Conlon joined the staff of CAUT in May as a professional officer in its policy and research division. He joins CAUT from the Ontario Ministry of Training, Colleges and Universities where he was a senior policy advisor to the minister. Prior to that, Conlon served as national director of research for the Canadian Federation of Students and as national chairperson of CFS. He holds a MA in English from Carleton University and a PhD from the University of Victoria. ■



Version française à la page A10.

Want to get in the know?



AN INNOVATIVE first-year course in the Faculty of Arts and Social Sciences, *Ways of Knowing* brings

together experts from all over the University of Windsor campus – from the arts to biology, from engineering to philosophy. As course leader, Professor Jill Singleton-Jackson uses this interdisciplinary approach to teaching and learning to help students develop as creative, "critical thinkers who can take diverse pieces of information and assemble them".

This is precisely what they did last semester, applying theory to a variety of projects with a central theme – the future – and mounting an exhibition to share their visions with the campus community. And it's only one example of what you

can expect to find at the University of Windsor: collaborative initiatives that attract more and more academics each year who want to realize their own vision of the future.

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UNIVERSITY OF
WINDSOR

NEWS ACTUALITÉS

UPNC : la crise de la gouvernance se poursuit

L'ASSEMBLÉE des chefs de la Fédération des nations indiennes de la Saskatchewan (FNIS), tenue ce printemps, a rejeté le conseil prodigué par son propre groupe de travail de dépolitiser la gouvernance de l'Université des Premières nations du Canada (UPNC), dont le campus principal se trouve à Regina.

Les chefs ont décidé par vote de faire passer de 31 à 19 le nombre de sièges au conseil d'administration de l'université, complété d'un conseil consultatif de dix autres membres non votants. Le conseil d'administration sera formé de 14 représentants de conseils tribaux et de bandes indépendantes, de trois représentants étudiants, d'un membre du corps professoral et d'un membre exécutif de la FNIS qui assumera la présidence du conseil.

Dans son rapport, le groupe de travail sur l'avenir de l'université, mandaté par la FNIS, s'est attaché avant tout à examiner la structure de gouvernance de l'UPNC et a recommandé de ramener à 13 le nombre de membres du conseil qui devraient être nommés « principalement en fonction des compétences qu'ils peuvent offrir au conseil et non pas en leur qualité de représentants d'un organe de la gouvernance ».

« Le groupe de travail a souligné à quel point il était important que l'UPNC, comme toute autre université, soit suffisamment indépendante de son instance politique dirigeante », a déclaré le directeur général de l'ACPPU, James Turk. « Les chefs ont néanmoins rejeté ce conseil et créé un organe encore plus politisé, formé seulement de quatre membres n'exerçant pas des fonctions politiques. »

L'Association des universités et collèges du Canada (AUCC) avait donné à l'UPNC jusqu'au 14 juin pour démontrer qu'elle s'efforçait de mettre en oeuvre les recommandations du groupe de travail exigeant de l'institution qu'elle améliore sa structure de gouvernance. À son assemblée de juin, l'AUCU a annoncé que son conseil examinera la

possibilité d'établir un comité chargé d'évaluer la situation à l'UPNC afin de déterminer si l'établissement satisfait aux exigences d'adhésion de l'association.

Avant la tenue de l'assemblée des chefs, la FNIS a demandé à Shauneen Pete, professeure à la faculté de l'éducation de l'Université de Regina, de rédiger un rapport expliquant ce qu'implique l'adhésion à l'AUCU.

Très critique à l'égard de l'AUCU, M^{me} Pete a dénoncé le fait qu'elle n'ait pu relever sur le site web de l'association et dans les médias aucune mention d'une possible promotion par l'AUCU des enjeux liés aux Premières nations et aux Autochtones en matière d'enseignement supérieur.

Elle a suggéré que l'UPNC « envisage de prendre en considération certaines des autres options qui s'offrent à elle en ce qui a trait à l'accréditation ».

L'AUCU a pris ombrage des déclarations contenues dans le rapport de M^{me} Pete et du fait que celle-ci ait accusé l'association d'« afficher un désintérêt pour l'accès des Autochtones aux études supérieures. Dans un communiqué diffusé en mai, l'ACPPU a rejeté les allégations M^{me} Pete qu'elle qualifie de « totalement mensongères » et a dressé la liste des documents et publications dans lesquels l'association promeut la participation des étudiants autochtones à l'enseignement supérieur.

Par ailleurs, l'AUCU souligne dans son communiqué qu'elle demeure une organisation à participation volontaire. « Les universités qui présentent une demande d'adhésion à l'association souhaitent être reconnues comme des établissements possédant certaines caractéristiques et répondant à certaines normes; celles-ci sont importantes pour les professeurs et les étudiants ainsi que pour la reconnaissance aux échelles nationale et internationale. » ■

English on page A6.

L'ACPPU nomme un nouvel agent professionnel

MICHAEL Conlon est entré en fonctions à l'ACPPU en mai dernier à titre d'agent professionnel au sein de la division de la politique générale et de la recherche. Avant de se joindre au personnel de l'ACPPU, il travaillait au ministère ontarien de la Formation, des Collèges et des Universités comme conseiller supérieur du ministre en

matière de politiques. Auparavant, il a été directeur national de la recherche et président national de la Fédération canadienne des étudiantes et étudiants. M. Conlon détient une maîtrise en anglais de l'Université Carleton et un doctorat de l'Université de Victoria. ■

English on page A9.

CAUT ASBESTOS DATABASE

CAUT is constructing an online national database of CAUT members and former members who have developed asbestos-related diseases from exposure at work. An online report form to record details will be available July 1, 2006 at www.caut.ca. Information will be kept strictly confidential. Please contribute to this valuable project — lives depend on it.

Maritime Students Urge Tuition Relief

A REPORT released last month by the Maritime Provinces Higher Education Commission warns that student debt in the Maritimes has exploded in recent years.

The study, *Five Years On: A Survey of Class of 1999 Maritime University Graduates*, found that average student debt rose an astounding 33 per cent over the five-year window, from \$21,117 in 1999 to \$28,078 in 2004.

“Student debt is spiraling out of control,” said Danielle Sampson, Nova Scotia representative for the Canadian Federation of Students. “After looking at these results, how could any of the Maritime premiers

sit back and watch while tuition fees continue to increase, leaving students in their provinces with increasing debt loads?”

The commission's report also found that 73 per cent of all students in the Maritimes ended up borrowing to finance post-secondary education and that almost one in four of all borrowers graduated with a debt load in excess of \$40,000.

The average student debt-to-earnings ratio has now risen to the point where many students are finding it difficult to repay their loans. The average debt-to-earnings ratio for all borrowers was 12 per cent in 2004, or “4 percentage points above

the commonly recognized threshold of 8 per cent beyond which perceived difficulties with payments increase significantly,” the report said.

Student groups insist the increased debt burden facing graduates demands immediate action.

“Tuition fees must be reduced and more grant aid is needed if governments are going to reduce this trend,” Sampson said. “Without immediate action, students will be driven deeper into debt, while others will have to forgo post-secondary education altogether.” ■

Version française à la page A11.

CAUT Honours Two Journalists

STEPHEN LaRose and Philip Koch are the 2005 winners of CAUT's award for excellence in post-secondary education journalism.

LaRose, a freelance journalist, won in the professional category and Koch, a PhD student, won in the student category.

LaRose has worked for 15 years as a special writer and investigative reporter, covering a variety of beats for many publications, including the Regina Leader-Post, Saskatoon Star Phoenix, Canadian Press and the Globe and Mail. He won the professional category for a series of articles he wrote for Prairie Dog, Regina's weekly city magazine, exposing the events surrounding the dismissals and intimidation of staff at First Nations University of Canada.

Koch is a doctoral candidate in interdisciplinary humanities at the University of Manitoba and an experienced student journalist. He has served as both the editor for the UoM student newspaper and as the editor at the university's graduate student magazine. He has also contributed features and news stories to Canadian University Press. He helped to create Tart magazine and has served



CAUT recognized award recipients Philip Koch (left) & Stephen LaRose at the 60th Council meeting in Ottawa April 28.

as an editor and freelance contributor for a number of cultural periodicals, including Horizons and Border Crossings. Koch won the student category for a story on funding constraints and hardships facing graduate students that appeared in The Gradzette.

The journalism awards of \$500 were presented April 28.

Started in 2001, the CAUT journalism awards recognize the year's best reporting by student and profes-

sional journalists of issues related to post-secondary education in Canada. Nominations are submitted by academic staff associations, media organizations and other interested parties. Entries are judged on the basis of relevance, originality, quality of investigation and research, potential impact on policy makers and the fulfilment of professional standards of journalism. ■

Version française à la page A12.

Université Thompson Rivers : le personnel académique ratifie sa première convention collective

LES membres du personnel académique de la plus récente université de la Colombie-Britannique ont ratifié leur première convention collective en avril dernier. Entamées en janvier, les négociations en vue de la conclusion d'un contrat de travail visant les 650 membres de l'association du personnel académique de l'Université Thompson Rivers ont permis aux parties d'en arriver à une entente de principe quelques minutes seulement avant la date limite d'admissibilité des primes de signature que la province avait fixée au 31 mars.

Reconnaissant que les derniers jours de négociation avaient été épuisants, le président de l'association, Tom Friedman, s'est dit toutouffois heureux que l'impasse entourant le règlement des principales revendications ait pu être dénouée.

Il a fait valoir que si le syndicat a réussi à négocier les primes de signature et une majoration importante des échelles salariales dans

la nouvelle convention de quatre ans, sa plus grande victoire demeure certes celle d'avoir obtenu l'octroi de la permanence à tous les membres du personnel académique à temps plein qui ont terminé avec succès leur période de probation et subi les trois évaluations requises. Les membres du personnel académique nommés à un poste conduisant à la permanence au bout de sept ans seront également titularisés.

« Tout cela témoigne de la qualité des professionnels qui travaillent ici et de la continuité de l'identité de l'institution », a souligné M. Friedman.

Une autre grande victoire s'ajoute au palmarès : l'université s'engage sur la voie d'une direction démocratique grâce à l'instauration de procédures régissant la permanence, les promotions et les nominations à l'échelle des facultés. Les charges de travail également seront modifiées à mesure que les départements établiront des limites en fonction d'un

large éventail de facteurs et laisseront tomber l'ancien modèle fondé sur le nombre d'heures à consacrer aux étudiants.

Le personnel académique contractuel aussi y trouvera largement son compte : les salaires seront fixés au prorata, et les membres nommés à des postes permanents à temps partiel auront droit à des augmentations annuelles.

Fondée en 1970 sous le nom de Collège Cariboo, l'Université Thompson Rivers est devenue légalement, en 1995, un collège universitaire autorisé à décerner des grades universitaires en collaboration avec de plus grandes institutions, et a reçu le statut d'université à part entière en 2005. Elle compte différents campus à Kamloops, à Williams Lake et à Burnaby, ainsi que plusieurs centres régionaux de l'intérieur de la Colombie-Britannique. ■

English on page A11.

NEWS

Thompson Rivers Faculty Ratify First Contract

ACADEMIC staff members at British Columbia's newest university ratified their first collective agreement in April.

Negotiations for a contract covering the 650 members of Thompson Rivers University Faculty Association began in January and a tentative agreement was reached minutes before the province's March 31 deadline for eligibility of signing bonuses.

Tom Friedman, the faculty association's president, said negotiations in the final days of bargaining were "gruelling," and he was glad to see agreement reached on key issues that had stalled talks.

He said while the union secured the signing bonus and significant improvements in salary scale, the biggest victory in the new four-year contract is the awarding of tenure to all full-time academic staff members who have passed through probation and three reviews. Academic staff still working toward the seven-year mark will also get tenure.

"This shows what fine quality people we have working here and

also the continuity of the institution's identity," Friedman said.

Another major victory sees the university move toward collegial self-governance, as tenure, promotion and appointment procedures will be faculty-driven for the first time. Workloads will also change, as the departments set limits based on a wide range of factors, instead of the old model's reliance on contact hours.

Contract academic staff also get major boosts as salary is moved to a pro rata model, and once members achieve continuing part-time appointments, they are eligible for yearly increments.

Thompson Rivers University was founded in 1970 as Cariboo College. It 1995 it legally became a university college, offering university degrees in cooperation with larger institutions, then a full-fledged university in 2005. TRU has campuses in Kamloops, Williams Lake and Burnaby and several regional centres in the B.C. Interior. ■

Version française à la page A10.

Maritimes : les étudiants laissés pour compte

SELON une étude de la Commission de l'enseignement supérieur des Provinces maritimes rendue publique le mois dernier, la dette des diplômés universitaires des Maritimes a explosé ces dernières années.

L'étude intitulée *Cinq ans plus tard : Un sondage auprès des diplômés universitaires des Maritimes de 1999* révèle que la dette étudiante moyenne a subi une hausse phénoménale de 33 % entre 1999 et 2004, passant de 21 117 \$ à 28 078 \$.

« La dette étudiante grimpe à vue d'oeil et rien ne semble l'arrêter », affirme Danielle Sampson, représentante de la Nouvelle-Écosse auprès de la Fédération canadienne des étudiantes et étudiants. « Après avoir pris connaissance des résultats de cette étude, comment les premiers ministres des provinces Maritimes peuvent-ils demeurer impassibles devant la hausse incessante des frais de scolarité qui fait s'enliser davantage les étudiants dans l'endettement? »

L'étude constate également que 73 % de tous les étudiants des Maritimes doivent emprunter pour financer leurs études postsecondaires et que près du quart de tous les emprunteurs ont contracté une dette

de plus de 40 000 \$ à la fin de leurs études.

Le rapport moyen entre les dettes et les gains des étudiants s'est accru au point où un grand nombre de diplômés ont de la difficulté à rembourser leurs emprunts. Le rapport moyen entre les dettes et les gains de tous les emprunteurs était de 12 % en 2004, soit « 4 points de pourcentage au-dessus du seuil habituellement reconnu de 8 % point auquel les difficultés de paiement perçues commencent à augmenter de façon significative », signale l'étude.

Les organisations étudiantes réclament la prise de mesures immédiates pour venir en aide aux diplômés qui sont endettés plus que jamais. « Si les gouvernements veulent vraiment contrecarrer cette tendance, il faudra réduire les frais de scolarité et offrir plus de subventions », ajoute Mme Sampson. « Si l'on ne passe pas immédiatement à l'action, les étudiants sombreront davantage dans l'endettement et certains devront abandonner leurs études postsecondaires ou ne jamais même en commencer. » ■

English on page A10.

Collective Bargaining Key for CAS

From PAGE A2

In the higher education sector we have some striking advantages of which we should make the most. First, societal elites increasingly recognize that the country cannot succeed in a knowledge economy without a vigorous higher-education system. Second, as hard as they try, administrators have not been able to use technology to run institutions without academic staff. Third, students pay good money and want to be taught by talented, highly-qualified teachers.

Finally, we work in de facto public institutions, regardless of whatever the employer may think, and governments will and do intervene to protect their "investment" in the case of a protracted labour dispute.

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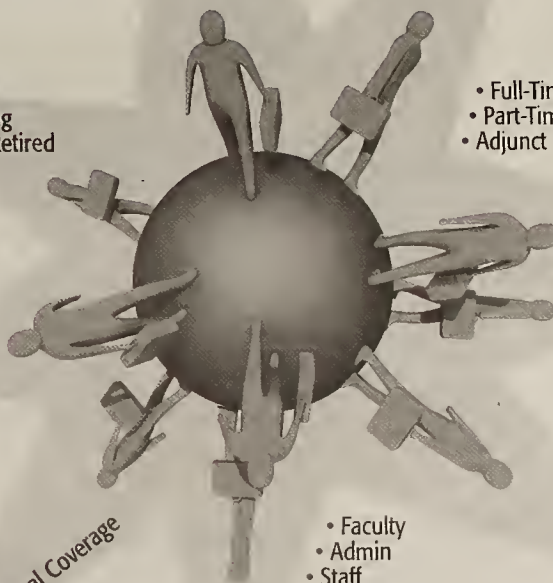
Article contributed by CAUT's Contract Academic Staff Committee.

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NEWS ACTUALITÉS

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by AAUP, the Association of American Colleges and Universities, and more than 180 other professional and educational organizations. The 1940 Statement of Principles on Academic Freedom and Tenure may be found at AAUP's website (www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the AAUP's annual meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to re-

frain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with year censured, are listed below. Reports were published as indicated by the Academe citations listed. Reference should also be made to "Developments Relating to Censure by the Association" published at the AAUP website. ■

AAUP List of Censured Administrations

INSTITUTION NAME	ACAOEME CITATION	YEAR
GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
CONCOROIA SEMINARY MISSOURI	April 1975(49-59)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES IOWA	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	May 1978(93-98)	1978
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10e)	1985
TALLAOEGA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLSDALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-54)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
OEAN COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
NYACK COLLEGE NEW YORK	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	January-February 1998(70-75)	1995
ESSEX COMMUNITY COLLEGE MARYLAND	May-June 1995(32-39)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	May-June 1995(40-50)	1995
NATIONAL PARK COMMUNITY COLLEGE ARKANSAS	May-June 1995(40-50)	1995
SAINT MEINRAO SCHOOL OF THEOLOGY INDIANA	July-August 1995(65-73)	1996
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1996(41-46)	1996
BRIGHAM YOUNG UNIVERSITY	July-August 1996(51-60)	1997
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1997(53-58)	1997
LAWRENCE TECHNOLOGICAL UNIVERSITY	September-October 1997(52-71)	1998
JOHNSON AND WALES RHODE ISLAND	May-June 1998(46-55)	1998
ALBERTUS MAGNUS COLLEGE CONNECTICUT	May-June 1998(56-62)	1998
CHARLESTON SOUTHERN UNIVERSITY SOUTH CAROLINA	May-June 1999(46-50)	1999
TIFFIN UNIVERSITY OHIO	January-February 2000(54-63)	2000
UNIVERSITY OF OUSBUQUE IOWA	January-February 2001(63-77)	2001
PHILAN OER SMITH COLLEGE ARKANSAS	January-February 2002(53-63)	2002
VIRGINIA STATE UNIVERSITY	September-October 2001(62-73)	2002
UNIVERSITY OF THE CUMBERLANDS KENTUCKY	January-February 2004(57-68)	2004
MEHARRY MEDICAL COLLEGE TENNESSEE	May-June 2005(47-62)	2005
	March-April 2005(99-113)	2005
	November-December 2004(56-78)	2005

Alberta Releases Results of Post-Secondary Review

A LONG-AWAITED report on Alberta's post-secondary education system was released June 5.

The final report from the "A Learning Alberta" steering committee includes recommendations for ensuring government funding meets inflation costs faced by institutions, increased support to promote access for rural and aboriginal Albertans, expanding and creating scholarships for graduate students, lowering interest rates on student loans, achieving a 90 per cent literacy rate, with literacy defined as the level "necessary to function in a knowledge-based economy," and a new tuition fee policy.

The issue of setting tuition fee levels had been contentious as the government recently deregulated tuition fees, which had traditionally been set by government and capped at 30 per cent of operating revenue. The report suggests re-regulating tuition fees by eliminating the cap and tying future increases to the consumer price index.

The report also recommends rolling back tuition to 2004 levels. One element of recent tuition fee

policy is that although fees increased by 3.8 per cent for the 2005-2006 academic year, there were no increased costs to students as the government covered the tuition increases. It passed on the revenue that would have been generated by the fee increases to colleges and universities as part of Alberta's centennial celebration.

The Alberta government says it will now review the report and make decisions on the recommendations in the coming months. Consultations on the tuition fee policy are to take place with "student groups, faculty associations, institutions and opposition parties... to finalize the details so that the new policy — along with a comprehensive affordability package that addresses all costs students face — is ready for implementation in September 2007."

The review was initiated by outgoing Premier Ralph Klein as part of his commitment to make post-secondary education in Alberta "the most affordable education in Canada." ■

Version française à la page A5.

L'ACPPU récompense les meilleurs reportages

STEPHEN LaRose et Philip Koch ont les deux lauréats de 2005 du Prix d'excellence de l'ACPPU en journalisme dans le domaine de l'enseignement postsecondaire.

M. LaRose, journaliste indépendant, a remporté son prix dans la catégorie professionnelle et M. Koch, docteurant, est le gagnant de la catégorie « étudiant ».

Rédacteur spécial et journaliste d'enquête, M. LaRose couvre depuis 15 ans une variété de secteurs pour de nombreuses publications, dont le *Regina Leader-Post*, le *Saskatoon Star-Phoenix* et le *Globe and Mail*, et pour la Presse canadienne. Il a été récompensé pour la série d'articles parus dans le magazine hebdomadaire *Prairie Dog* de Regina qui ont relaté les événements entourant le congédiement et l'intimidation de certains membres du personnel de l'Université des Premières nations du Canada.

Pour sa part, M. Koch, candidat au programme de doctorat interdisciplinaire de sciences humaines à l'Université du Manitoba et journaliste étudiant chevronné, a exercé

les fonctions de rédacteur en chef du journal étudiant et aussi du magazine des diplômés de cet établissement. De même, il a écrit des reportages et des articles de fond pour la Canadian University Press, il a contribué à la création du magazine *Tart* et il a été rédacteur en chef et collaborateur indépendant de divers périodiques culturels, dont *Horizons* et *Border Crossings*. M. Koch a remporté son prix dans la catégorie « étudiant » pour l'article qu'il a publié dans *The Gradzette* sur les restrictions et les difficultés financières auxquelles se heurtent les étudiants des cycles supérieurs.

Les prix d'excellence en journalisme, d'une valeur de 500 \$ chacun, ont été remis le 28 avril dernier.

Créés en 2001, les prix en journalisme de l'ACPPU récompensent les meilleurs reportages de l'année réalisés par un journaliste étudiant et par un journaliste professionnel sur des sujets clés qui concernent la communauté de l'enseignement postsecondaire au Canada. ■

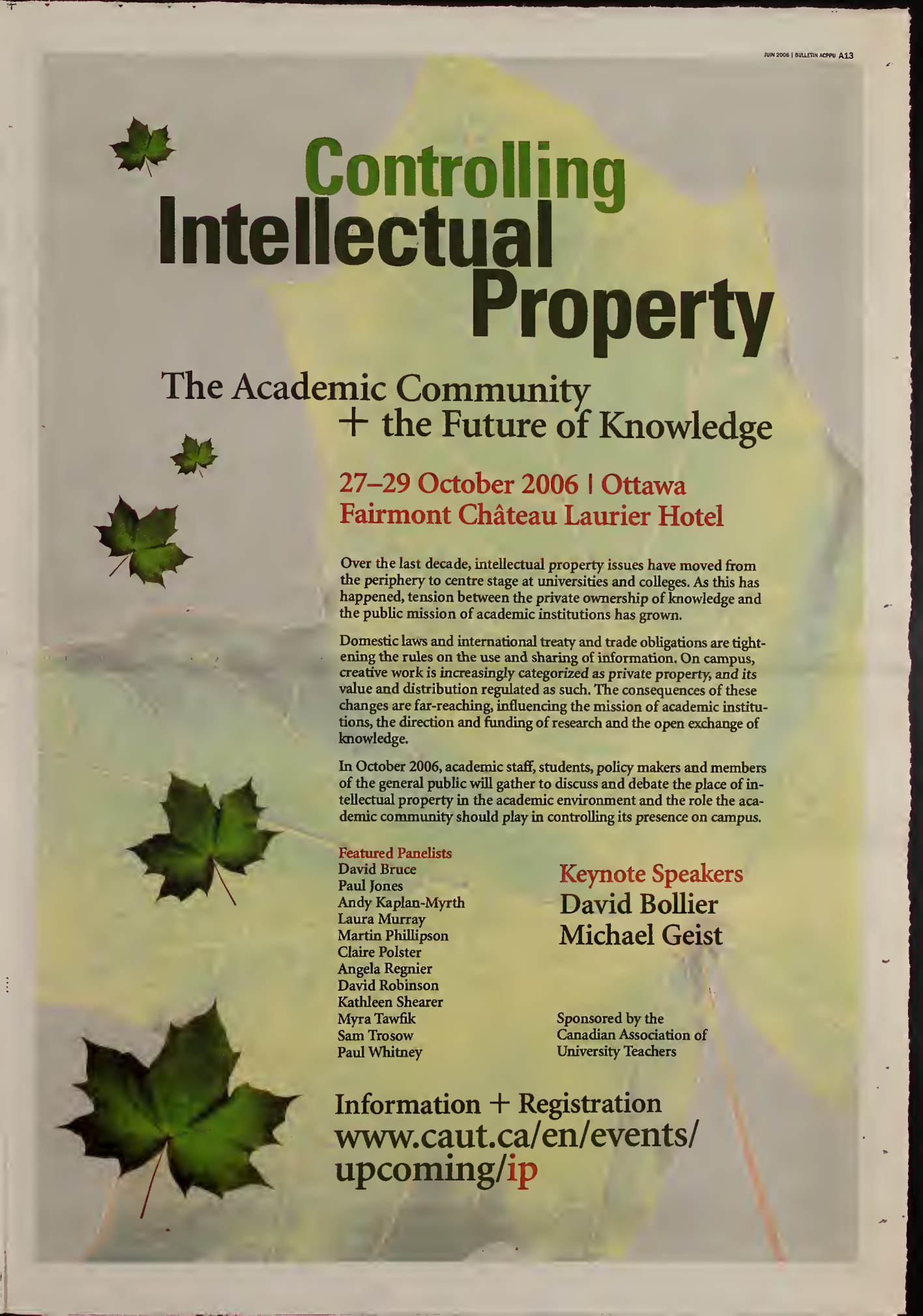
English on page A10.



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Controlling Intellectual Property

The Academic Community
+ the Future of Knowledge

27–29 October 2006 | Ottawa
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Over the last decade, intellectual property issues have moved from the periphery to centre stage at universities and colleges. As this has happened, tension between the private ownership of knowledge and the public mission of academic institutions has grown.

Domestic laws and international treaty and trade obligations are tightening the rules on the use and sharing of information. On campus, creative work is increasingly categorized as private property, and its value and distribution regulated as such. The consequences of these changes are far-reaching, influencing the mission of academic institutions, the direction and funding of research and the open exchange of knowledge.

In October 2006, academic staff, students, policy makers and members of the general public will gather to discuss and debate the place of intellectual property in the academic environment and the role the academic community should play in controlling its presence on campus.

Featured Panelists

David Bruce
Paul Jones
Andy Kaplan-Myrth
Laura Murray
Martin Phillipson
Claire Polster
Angela Regnier
David Robinson
Kathleen Shearer
Myra Tawfik
Sam Trosow
Paul Whitney

Keynote Speakers

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CAREERS CARRIÈRES

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■ ANIMAL & POULTRY SCIENCE — University of Guelph (College d'Alfred). The Department of Animal and Poultry Science is seeking qualified applicants for a position in Dairy Sciences and Production. The incumbent will be a member of the Department of Animal and Poultry Science, University of Guelph, although this position will be located at the College d'Alfred, located some 65 km northwest of Ottawa. The working language of College d'Alfred is French. The incumbent will also assume the role of Director of the newly formed Alfred Dairy Research Centre. The Centre is an initiative with a mission to provide the dairy industry with a vital source of research and information on organic milk production. The centre will study disciplines such as reproduction, genetic selection, animal nutrition, milk quality and overall herd productivity. Experience at other organic research centres shows that non-organic farms are also ready users of new information on organic crop and animal production. New research, technology transfer and organic dairy extension activities based at Alfred will interact closely with more traditional programs at other dairy research centres in Ontario and Québec, and the Northeastern United States. Collaboration will also be expected with comparable research centres in Europe. The incumbent will be responsible for the strategic direction of the Centre, working with an industry-based advisory board to establish research priorities, build partnerships with industry and academia in Canada and around the world, and implement a major outreach and technology transfer program. The Director will be expected to develop a dynamic and successful research program and to actively seek additional funding for centre activities. The individual will also be expected to teach in their field of expertise at College d'Alfred and Kemptville, and to supervise graduate students. Bilingual candidates will have a PhD or equivalent degree in a discipline of animal sciences and be willing to work closely with veterinarians to monitor the health status of the herd. The incumbent will have experience of dairy herd systems and alternate systems of management, housing, animal welfare and/or nutrition. The application with a statement of interest in the position, a full resume and the names of three persons who may be contacted for references should be submitted by July 15th 2006 to: Prof. Marcel Couture, Director, Alfred Campus, University of Guelph, Alfred, Ontario, K0B 1A0, Fax: (613) 679-2415; E-mail: mcouture@uoguelph.ca. The expected start date is September 1st, 2006. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ ANIMAL & POULTRY SCIENCE — University of Guelph (Kemptville College). The Department of Animal and Poultry Science is seeking qualified applicants for a position in Dairy Sciences and Production. The incumbent will be a member of the Department of Animal and Poultry Science, University of Guelph, although this position will be located at Kemptville College. Assistant Professor, Dairy Production: The Department of Animal and Poultry Science is seeking qualified applicants for a tenure-track position in Dairy Production. The appointment will be at Kemptville College, which is located some 50 km from Ottawa. The incumbent will be expected to have an active role in teaching various courses related to dairy production to Diploma and BEM students as well as training graduate students at Kemptville College. There is also expectation of research with the Kemptville Dairy herd, as well as development of outreach programs to the regional dairy industry with a focus on whole herd management, including nutrition, physiology and health with links to human nutrition. The individual will be encouraged to establish joint research programs with colleagues at College d'Alfred, as well as in departments at the main campus at Guelph. The incumbent will have a PhD or equivalent degree in a discipline of animal science

and have a record of ability to develop independent research as well as success in teaching. The working language at Kemptville is English. The application with a statement of interest in the position, a full resume and the names of three persons who may be contacted for references should be submitted by July 15th 2006 to: Dr. Michael Goss, Director, Kemptville College, P.O. Box 2033, 830 Prescott Street, Kemptville, Ontario, K0G 1J0. The expected start date is September 1st, 2006. General enquiries about this position can also be made by contact with Dr. S. Levesque, Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, N1G 2W1; E-mail: sleves@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ APPLIED MATHEMATICS — University of Waterloo. The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure faculty position at the Full Professor level, in the field of industrial mathematics, to begin on or after July 1, 2006. Candidates should have an outstanding research record in the field of applied mathematics, emphasizing areas of relevance to industry that overlap with current activity in the department, such as computational mathematics, differential equations, wave phenomena, and inverse methods. We are looking for a dynamic individual who has substantial experience in industry-related research, and who has the ability to initiate contacts with industry and develop research relationships. Candidates for teaching both the undergraduate and graduate level and for the supervision of graduate students is also a desired attribute. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to: Wainwright Chai, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for receiving applications is May 26, 2006. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. It is expected that the successful applicant will play an active role in the Centre for Computational Mathematics and its Applications, which is a major research initiative, within the Faculty of Mathematics. Further information may be obtained at www.math.uwaterloo.ca/industrialmathematics and www.math.uwaterloo.ca/AM. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ ARCHITECTURAL DESIGN — University of Toronto. The Faculty of Architecture, Landscape, and Design, University of Toronto, invites applications for two tenure-track positions in Architectural Design and the Assistant/Associate Professor level. Teaching responsibilities will include studio and lecture/seminar courses at both the graduate and undergraduate levels. The University of Toronto has professional graduate programs in architecture and landscape architecture, as well as post-professional programs in architecture, landscape architecture and urban design, and an undergraduate liberal arts program in architectural studies. The economic and intellectual hub of Canada, Toronto provides access to policy and decision-makers at all levels. Opportunities are available to work with a wide range of public and private organizations, groups and institutions that reflect Toronto's diversity. Seen as one of the most multicultural places in the world, Toronto is also the safest city of its size in North America. Candidates should demonstrate leadership potential in design and theory and be committed to innovative teaching and research. She or he will be expected to engage in an area of research that addresses the relationship of architectural design to such topics as contemporary technology, ecology, and culture. Candidates will be expected to pursue interdisciplinary exchanges that draw advanced knowledge and practical skills into the design discipline, a statement of educational and research objectives, a selection of up to three design projects, and a list of three references with phone/fax numbers, mail and email addresses. Short listed candidates will be asked to submit a full portfolio of work. Consideration will begin on September 1, 2006 and continue until the position is filled. Submissions and inquiries should be directed to Dean George Baird, Faculty of Architecture, Landscape, and Design, University of Toronto, 230 College Street, Toronto, Ontario, Canada, M5T 1A2. Tel: (416) 978-3089; Fax: (416) 971-2432; E-mail: dean.alfred@utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members.

Advertising Deadlines 2006-2007 Dates limites

Beginning August 2006, CAUT is introducing only one deadline date prior to publication for advertising material in the Bulletin. Ad space will close approximately three weeks prior to publication date. Ad deadline dates are also the materials due dates. Copy changes, art changes, cancellations or late postings will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the Bulletin.

A compter du mois d'août 2006, il n'y aura plus qu'une seule date de tombée pour les annonces à publier dans le Bulletin de l'ACPPU. L'espace publicitaire fermera environ trois semaines avant la date de parution. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations ni le matériel soumis en retard après la date de tombée des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

ISSUE NUMÉRO	AD DEADLINE / DATE LIMITE	PUBLICATION DATE DE PARUTION
September 2006 septembre	August 09 août 2006	August 31 août 2006
October 2006 octobre	September 06 septembre 2006	September 28 septembre 2006
November 2006 novembre	October 04 octobre 2006	October 26 octobre 2006
December 2006 décembre	November 08 novembre 2006	November 30 novembre 2006
January 2007 janvier	November 29 novembre 2006	December 21 décembre 2006
February 2007 février	January 05 janvier 2007	January 25 janvier 2007
March 2007 mars	February 01 février 2007	February 22 février 2007
April 2007 avril	March 01 mars 2007	March 22 mars 2007
May 2007 mai	April 03 avril 2007	April 24 avril 2007
June 2007 juin	May 02 mai 2007	May 24 mai 2007

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Agency commission (camera-ready display ads)	-15%

Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reason for exemption from general policy stated above exists, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5500 or visit www.aup.org.

Tarifs de publicité (Section B)

Les tarifs sont en vigueur jusqu'au juin 2006

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Espace-prime (les grandes annonces)	+25%
Ristourne d'agence (prêts à photographier)	-15%

Déclaration de l'éditeur

Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'orientation sexuelle, d'origine sociale ou de conviction ou de tâches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'il y ait une raison valable pour l'exemption de la politique générale. Lorsque la raison valable existe, il est la responsabilité de l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de la censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5500, ou de visiter www.aup.org.

CAUT ACPPU

BULLETIN

CAREERS CARRIÈRES

women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

B

BIOETHICS — McGill University, The Biomedical Ethics Unit at McGill University invites applications for a tenure-track position in bioethics with a preference for junior candidates at the rank of assistant professor. The Biomedical Ethics Unit is situated within McGill's Faculty of Medicine and linked to the Faculty of Law, Department of Philosophy, Faculty of Religious Studies and Division of Experimental Medicine. Current faculty members within the Unit are drawn from law, medicine, philosophy, molecular biophysics and biochemistry, and religious studies. The new hire is expected to complement the interests and expertise of current faculty members. Additional information about the Biomedical Ethics Unit is available at: <http://www.mcgill.ca/biomedethics/unit>. The holder of this position will be expected to teach within the ethics and health law component of the medical school curriculum, teach and supervise graduate students within the Master's Specialization in Bioethics, develop a funded program of research, participate in clinical ethics activities, and serve on select McGill and McGill University Health Centre committees. The holder will be appointed in the Biomedical Ethics Unit and the Faculty of Medicine. Qualified scholars from disciplines relevant to the study of bioethics are encouraged to apply. Among the areas of particular interest are medical sociology, medical anthropology, science and technology studies, public health and health economics. PhD or professional degree is required. Experience or interest in clinical ethics is an asset. Cross-appointments with other faculties or departments can be considered depending upon the applicant's disciplinary background, record of publication, and previous teaching experience. In particular, appointment to the Department of Social Studies of Medicine is possible if the research of the candidate contributes to its work. Individuals interested in this position should submit a letter of application, curriculum vitae, representative publications, evidence of excellence in teaching, a summary of previous experience in clinical ethics where relevant, and three letters of reference to: Dr. Kathleen Glass, Director, Biomedical Ethics Unit, Faculty of Medicine, McGill University, 3647 Peel Street, Montreal, Quebec, Canada, H3A 1X1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Inquiries about the position should be directed to: kathleen.glass@mcgill.ca.

BIOLOGY — The University of Western Ontario. The Department of Biology is pleased to announce a search for a Tier 2 Canada Research Chair in the area of Functional Genomics effective July 1, 2007. Applicants must have a PhD, appropriate postdoctoral training and a proven research record, including publications of high quality. The successful candidate will have a strong international track record in research on Functional Genomics. Research interests should be interdisciplinary and may include genetics, cell and molecular biology, biophysics and bioengineering, or biomedicine. The successful candidate will be appointed to a Probationary (Tenure Track) position at the rank of Assistant or Associate Professor and then be nominated as a Tier 2 Canada Research Chair. The position will benefit from a strong research environment, including over 20 faculty with common interest and state-of-the-art research facilities such as the SHAR-CNET High Performance Computing (www.sharcnet.ca) and the Biotron (www.biotron.uwo.ca), a modern controlled environment and imaging facility. The successful candidate will be expected to participate in teaching at the undergraduate and graduate levels. The University of Western Ontario is committed to build upon its strengths as outlined in its Strategic Research Plan (<http://www.uwo.ca/research/gene/AFR/AFR.html>). The Canada Research Chair (CRC) program has been established by the Government of Canada to enable Canadian universities to foster world-class research excellence (<http://www.chairs.gc.ca>). The Department of Biology (www.uwo.ca/biology) is an integral component of the Faculty of Science (www.uwo.ca/sci) at The University of Western Ontario. In London, Ontario, Canada (www.uwo.ca). The closing date for applications is 15 August 2006. A detailed curriculum vitae, names of three referees and a statement of research interests should be sent to: Professor M. Brock Fenton, Chair, Department of Biology, The University of Western Ontario, London, Ontario, Canada, N6S 3B7. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

BIOLOGY — The University of Western Ontario. Assistant Professor, Behavioural Genomics. The Department of Biology (www.uwo.ca/biology) at The University of Western Ontario (www.uwo.ca) invites applications for a probationary (tenure track) Assistant Professor position effective July 1, 2007 emphasizing Behavioural Genomics. The applicant should have strong training in the fun-

damental principles of genetics and experience with modern genetic tools and techniques as they are applied to the study of behaviour. Applicants must have a PhD, appropriate postdoctoral training and a proven research record, including publications of high quality. The successful candidate will be expected to develop an independent, innovative and externally funded research program and participate in teaching at both the undergraduate and graduate levels. The successful candidate will have access to molecular core facilities in the Department as well as genomics facilities at the London Regional Genomics Centre. He/she will also have access to SHARCNET/High Performance Computing (www.sharcnet.ca) as well as the "Biotron", a modern controlled environment facility, currently under construction. The successful candidate will be able to interact with a dynamic research community associated with a number of University Departments, (particularly the Faculties of Science, Social Science and Medicine), Research Institutes, Hospitals and Research Centers in London, Ontario, Canada. Assistant Professor, Cell Biology: The Department of Biology (www.uwo.ca/biology) at The University of Western Ontario (www.uwo.ca) invites applications for a probationary (tenure track) Assistant Professor position effective July 1, 2007 in Cell Biology. The applicant should have strong training in the fundamental principles of cell biology in areas including, but not limited to, signal transduction, cell cycle control, cytoskeletal dynamics, organelle biogenesis, or the study of other basic cellular mechanisms using an appropriate model system. Applicants must have a PhD, appropriate postdoctoral training, demonstrated expertise with modern molecular biological tools and techniques as they are applied to the study of cell biology, and a proven research record, including publications of high quality, in any area of cell biology. The successful candidate will be expected to develop an independent, innovative and externally funded research program and participate in teaching at both the undergraduate and graduate levels. The successful candidate will have access to molecular core facilities in the Department as well as genomics facilities at the London Regional Genomics Centre. He/she will also have access to a state-of-the-art imaging facility in the "Biotron" (www.uwo.ca/sci/alumni_newsletter/funding/Biotron.pdf). The successful candidate will be able to interact with a dynamic research community associated with a number of Departments in the Faculties of Science, and Medicine and Dentistry, Research Institutes, Hospitals, and Research Centers in London, Ontario, Canada. Assistant Professor, Quantitative Biology, NSERC UFA position: The Department of Biology (www.uwo.ca/biology) at The University of Western Ontario (www.uwo.ca) invites applications for an NSERC (Natural Sciences and Engineering Research Council) (NSERC) University

Faculty Appointment funded probationary (tenure track) Assistant Professor position effective July 1, 2007 in Quantitative Biology. The position is contingent on the candidate receiving an NSERC UFA. The applicant should have strong training in the fundamental principles of quantitative biology. Applicants must have a PhD, appropriate postdoctoral training, demonstrated expertise with quantitative biological tools and techniques, as well as a proven research record, including publications of high quality in any area of quantitative biology. The successful candidate will be expected to develop an independent, innovative and externally funded research program and participate in teaching at both undergraduate and graduate levels. He/she will become part of a

Department of Biology that includes colleagues working across the spectrum from behaviour and ecology, to physiology, genetics and molecular biology. This opportunity exists to interact with a dynamic research community associated with a number of Departments in the Faculties of Science, and Medicine and Dentistry, Research Institutes, Hospitals, and Research Centers in London, Ontario, Canada. Applicants for this position must be eligible for an NSERC UFA award, as part of the application package, present a completed draft application to NSERC for a Discovery grant, and be nominated for an NSERC UFA by the end of October 2006. This vibrant city (www.london.ca) with its full complement of travel, educational, health, sports and cultural

facilities, is located midway between Detroit and Toronto and is home to some of the best research facilities in the country. Applications (no electronic mail, please), including curriculum vitae, names and addresses of three referees whom you may contact, copies of three recent significant papers and a one page summary of proposed research and teaching interests should be forwarded to: Dr. Brock Fenton, Chair, Department of Biology, The University of Western Ontario, London, Ontario, N6S 3B7, Canada. Deadline for applications is 15 August 2006. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadian Citizens, and per-



UNIVERSITY OF
ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Assistant/Associate Professor Positions

The Department of Elementary Education has received new funding to support pre-service teacher education in several off-campus locations. The Department invites applications for three full-time tenure-track elementary education positions in art, mathematics, and social studies. Instructional responsibilities will involve teaching and supervision of graduate students as well as teaching undergraduate curriculum and instruction courses in the Department's off-campus and on-campus BEd programs. Appointments will be at the rank of Assistant/Associate Professor. The earliest date of appointment will be July 1, 2007.

The Department of Elementary Education is a large and diverse department, with 1700 undergraduate students and 180 graduate students. In addition to the BEd, Diploma, MED and doctoral programs offered on the Edmonton campus, the Department also offers off-campus degree completion programs (Years 3 and 4 of the BEd program) in collaboration with colleges in Red Deer, Grande Prairie, Medicine Hat, and Fort McMurray. Aboriginal Teacher Education Programs (ATEP) are offered at several locations around the province, including St. Paul, Slave Lake and Hobbema. We are seeking collaborative individuals with a commitment to excellence and experience in working with diverse

populations. Applicants should have a doctorate or expect to complete a doctoral program by Summer 2007 with specialization in one or more of these areas in elementary education: art, mathematics, and social studies. An interdisciplinary perspective or expertise in Aboriginal education, multicultural education and/or technology integration would be assets. Applicants should provide evidence of successful teaching experience in elementary classrooms and of an on-going or developing program of research.

Applications, including a letter outlining potential contributions to the Department in teaching and research, a curriculum vitae, samples of scholarly work, and the names and contact information of three references should be sent to:

Dr. Dianne Oberg, Chair
Department of Elementary Education
Faculty of Education
University of Alberta
Room 551 Education South
Edmonton, Alberta, Canada T6G 2G5
Fax: (780) 492-7622

Review of applications will begin October 1, 2006 and will continue until the positions are filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CHR New Investigator Award

Mount Saint Vincent University (MSVU) invites applications from recently graduated PhDs and Post Doctoral Fellows in human nutrition, health or a closely related area as potential nominees for a 2006 CHRR New Investigator Award (NIA) in the competition which closes June 15, 2006. This program is intended to provide the opportunity for new investigators to develop and demonstrate their independence in initiating and conducting health-related research. Details of the program can be found at the CHRR website (www.chrr-isc.gc.ca/e/193.htm). The successful NIA holder will be appointed to the rank of Assistant Professor, probationary.

MSVU is currently at an exciting stage of development with regard to health research. For instance, faculty members in the Department of Applied Human Nutrition are involved in a number of nutrition- and health-related research projects in areas such as food security, obesity, traditional foods and aging. This Department has also experienced significant growth in its undergraduate and graduate programs corresponding to an increase in public interest and concern about the roles of nutrition in health promotion. Therefore, we have a special interest in candidates with research backgrounds in nutrition education regarding healthy eating/weight, nutrition-related epidemiological study of aging populations, health promotion public policy and global nutrition/health. Applicants with an interdisciplinary research approach would be especially welcomed.

MSVU houses a variety of undergraduate and graduate programs. As expressed in its Strategic Research Plan, MSVU, from its beginning over 125 years ago, positioned itself as a university championing the education of women and human development. With a focus on excellence, innovation and discovery, MSVU combines academic excellence and a personalized approach to education. A visit to the MSVU website at www.msvu.ca will alert those interested in the MSVU CHRR NIA nomination to the professional and way of life advantages of joining an urban university with a supportive community dynamic. MSVU is located in Halifax, Nova Scotia, one of Canada's most exciting cities.

The deadline for applications is June 15, 2006. Candidates are asked to submit a detailed curriculum vitae and, a statement of research interests, examples of research publications, and a statement of educational philosophy to the address below. Additionally, applicants are asked to provide the names and contact information for three referees by the application deadline. All application materials are to be sent to:

Dr. Mary Lyon
Dean
Faculty of Professional Studies
Mount Saint Vincent University
166 Bedford Highway
Halifax, NS B3M 2J6
E-mail: mary.lyon@msvu.ca
Fax: (902) 443-3124

MSVU is committed to the principles of employment equity and encourages applications from all qualified candidates, including women, Aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



www.msvu.ca
Discover the difference.



Simon Fraser University Assistant Professor, Biomechanics School of Kinesiology

The School of Kinesiology at Simon Fraser University invites applications for a tenure-track position as an assistant professor, level A4, in a field of Biomechanics with biomedical applications. The successful candidate will have a strong commitment to excellence in research and teaching, and will be expected to teach in a field of biomechanics and to establish a well-funded research program.

The Faculty of Applied Sciences at Simon Fraser University has initiated a new biomedical engineering program which builds upon existing strengths in the School of Kinesiology (<http://fas.sfu.ca/kiv/>) and the School of Engineering Science (<http://www.eng.sfu.ca/>). The candidate will be expected to contribute to this program. Related research in kinesiology includes: musculoskeletal biomechanics, neuroprosthetics, physiological systems, rehabilitation engineering, human motor control, and ergonomics.

The School of Kinesiology takes a scientific approach to the study of human structure and function and their relation to health and movement. The School has over 25 faculty and is committed to excellence in research and teaching. There are well established research programs and excellent research facilities available within the School and the University. Our undergraduate teaching program includes concentrations in Active Health, Health and Physiological Science, and Human Factors/Ergonomics, as well as a contribution to the teaching of the program in Biomedical Engineering. The School also has well established graduate programs at the M.Sc. and Ph.D. levels.

The School of Kinesiology is located at the Burnaby Mountain campus of Simon Fraser University in Greater Vancouver. It is consistently one of the top-ranked Universities in Canada. The Vancouver area is renowned as one of the most desirable places to live and work.

Applications will be accepted until July 14th, 2006. The anticipated start date is January 1st, 2007. Applicants should send a letter summarizing research contributions and goals in research and teaching, curriculum vitae, copies of three journal articles that are most representative of the applicant's research, and the name and contact information for 3 references, to: Dr. Peter Ruben, Director, School of Kinesiology, Simon Fraser University, Burnaby, BC, V5A 1S6, Canada.

Simon Fraser University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All appointments are subject to funding. Please note that under the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/apacademic/Faculty_Openings/Collection_Notice.html.

CAREERS CARRIÈRES

www.yorku.ca/jobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Faculty of Education offers innovative pre-service, graduate and professional development programs. The Faculty values collaboration and an interdisciplinary orientation to education in a multicultural framework. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their schools and with colleagues from other academic departments across the University. The Jewish Teacher Education Program is located in the Faculty of Education. Faculty members work in collaboration with the Toronto Jewish schools, the Toronto Board of Jewish Education, and colleagues in related areas of the University. Applicants are invited to visit the Faculty's web site at www.edu.yorku.ca.

The Faculty of Arts offers courses in many disciplines, as well as a large number of interdisciplinary courses and programs. The concentration in Jewish Studies within the Religious Studies Program includes courses in History, Religious Studies, Literature, Humanities, Hebrew, Sociology, Psychology, Social Science, Women's Studies, Fine Arts, Theatre and Film. Among its special interests are Classical Judaism, Holocaust Studies, and Sephardi Jewish Teaching, research and outreach activities in Jewish Studies are co-ordinated through York's Centre for Jewish Studies, where there are 40 affiliated full-time faculty members and three endowed chairs. Applicants are invited to visit the Faculty's web site at www.arts.yorku.ca.

Koschitzky Family Chair in Jewish Teacher Education

The Faculties of Education and Arts invite applications for a joint tenure-stream position in Jewish Education/Jewish Studies at the Associate or Assistant Professor level, commencing July 1, 2007, subject to budgetary approval. Candidates should have completed a doctorate in Jewish Education or a related field of Jewish Studies, and have knowledge of classical Judaism, and complete fluency in contemporary spoken Hebrew. Candidates must present evidence of their ability to establish a strong program of scholarly research in Jewish education; teach at the undergraduate and graduate levels in the Faculty of Education and Jewish Studies; supervise student teachers; be prepared to assume the co-ordination of the program in Jewish Teacher Education; participate in a professional development program; and be willing to take a role in the leadership of York's Centre for Jewish Studies.

Initial rank and salary will be commensurate with qualifications and experience. If the candidate is appointed at the Associate Professor level, he/she will immediately be appointed Koschitzky Family Chair in Jewish

Teacher Education. If the initial appointment is at the Assistant Professor level, the candidate will be eligible to be appointed to the Chair after receiving promotion to Associate Professor.

Applicants should submit a detailed letter of application describing their qualifications and research in relation to the advertised position and the context described above, a curriculum vitae, and one sample of scholarly writing, and arrange for three referees to send letters of recommendation, by October 15, 2006, to: Paul Axelrod, Dean, Faculty of Education, York University, 4700 Keele Street, 5845 Ross Building, Toronto, Ontario, Canada, M3J 1P3. Electronic applications will not be accepted.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/cacajobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK
UNIVERSITY
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Schulich
MEDICINE & DENTISTRY

Western

Schulich School of Medicine & Dentistry | The University of Western Ontario G. Edward Hall Canada Research Chair in Neuroscience

The Schulich School of Medicine & Dentistry at The University of Western Ontario is seeking applications from promising junior investigators to fill the Tier 2 G. Edward Hall Canada Research Chair in Neuroscience.

Western is one of Canada's leading research-intensive universities, with a long history of excellence in basic biomedical, applied and clinical research in the neurosciences. The University hosts an interdisciplinary, multi-faculty, multi-department M.Sc. and Ph.D. training programs in neuroscience involving over 40 faculty members and attracting students from across Canada and beyond. The Schulich School of Medicine & Dentistry is building upon the existing expertise in systems and behavioral neuroscience research by expanding our strength in normal function and dysfunction in the nervous system at the cellular and molecular levels.

The Canada Research Chair in Neuroscience provides a leadership position in the University's research activities for an individual with proven expertise in the broad area of cellular and molecular function in the nervous system, neurodegenerative disorders, plasticity and regeneration in the nervous system and/or the development and use of animal models relevant to studies of neurogenetics. This new recruit will have access to state-of-the-art core facilities in the London area including the London Regional Genomics Centre, a city-wide genomics core research facility which supports high-throughput genome analysis; London Regional Proteomics Centre, providing state-of-the-art structural biology and mass spectrometry analyses; the London Regional Inovarium, a network of state-of-the-art animal facilities; and London Regional In Vitro Molecular Imaging Centre, a network of advanced microscopy and molecular imaging facility with single and multi-photon confocal microscopes, high speed flow cytometry and FACS, small and large animal and mouse transgenic facilities, extensive multi-modality advanced imaging facilities, and microscopy laboratories.

The University of Western Ontario has a full range of academic and professional programs for over 29,000 undergraduate and graduate students. The university campus is in London, a thriving city of over 340,000 located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London also boasts an international airport, galleries, theatre, music and sporting events (see www.london.ca).

The successful candidate will be appointed into a tenure-track position at the rank of Assistant Professor in the appropriate academic department(s) in the Schulich School of Medicine & Dentistry. Qualified applicants must have a Ph.D. or M.D. (or equivalent) and a demonstrated record of achievement in research. Applicants will be expected to establish an independent research program, and to participate in teaching at the undergraduate and graduate level. As appropriate, assistance will be provided in helping to relocate and find suitable spousal employment.

Please send detailed Curriculum Vitae, a brief statement of research accomplishments and future plans, copies of representative publications, and the names of three referees to: Dr. Carol P. Herbert, Dean, Schulich School of Medicine & Dentistry, The University of Western Ontario, HSA 111, London, Ontario, Canada N6A 5C1. Applications will be accepted until the position is filled.

Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

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■ **BIOLOGY** — University of Prince Edward Island. The Department of Biology at the University of Prince Edward Island invites applications for a ten-month limited term position in Botany at the rank of Assistant Professor or Lecturer, to commence August 2007 or by arrangement. Candidates should hold a PhD in Botany, Biology, or a related field for appointment at the Assistant Professor rank or a Master's in the same field for appointment at the rank of Lecturer. Preference will be given to candidates with strengths in field botany. Significant experience in teaching and research would be an asset. Duties will include teaching a full course food per academic year at the undergraduate level including the field course Plant Community Ecology, introduction to Organisms, Economic Botany (Plants and People), and History of Botany, and providing expertise to colleagues within the university and the larger community. Individual and research interests of existing faculty can be found at <http://www.upel.ca/reg/strat/>. UPEI is a small, dynamic university with a strong commitment to teaching and research excellence. The Department of Biology is housed in a newly renovated (2005) modern teaching and research facility, and is well equipped for botanical studies. The Department maintains close ties with local organizations with active interests in the conservation and ecology of local communities. For more information visit www.upel.ca/biology. Applications shall include a curriculum vitae, evidence of competence in the study and practice of botany, and a statement of teaching philosophy (or a teaching dossier if available). Letters of reference (three) shall be sent directly to UPEI by the referees. Complete applications should be received by July 1, 2006. However, applications will be accepted until the position is filled. Enquiries and applications should be sent to: Dr. Lawrence Hays, Chair, Department of Biology, University of Prince Edward Island, Charlottetown, PE, C1A 4P3. Phone: (902) 566-0551. Email: rhays@upel.ca.

In accordance with Canadian Immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. UPEI is committed to the principle of equity in employment.

■ **BUSINESS & PUBLIC ADMINISTRATION** — First Nations University of Canada. The First Nations University of Canada is a First Nations-controlled university academically federated with the University of Regina with a commitment to the education of over 2000 students and over 65 full time faculty. Our mission is to enhance the quality of life and to preserve, protect, and interpret the history, language, culture, and artistic heritage of First Nations. Our University provides educational opportunities to both First Nations and Non-First Nations students from a provincial, national and international base. Since our inception in 1976, the First Nations University of Canada has earned an international reputation as a visionary academic leader. Reporting to the Director of the School Business and Public Administration, the Faculty member provides instruction in a full range of First Nations Governance and Economic development courses with a strong focus on First Nations issues and realities. The assignment may include teaching at other campus sites, day or evening classes, distance learning and using multiple teaching methodologies. The faculty member works at developing strong ties with local, regional and provincial funding agencies and institutional partners. The start date of the appointment is December 1, 2006. The candidate will have a PhD or a Masters degree in a related subject area and working experience, either in an academic field or applied experience related to the courses, programs taught, Application procedure. We are particularly interested in applicants from First Nations, Aboriginal, and other designated group members (CHRC 439.13). Therefore, please indicate your status in the covering letter. Applications should include an up-to-date Curriculum Vitae, transcripts, teaching evaluations, a teaching dossier, and the names of at least three referees by September 30, 2006 4:30 pm to be sent to: Florence Watson, Human Resources, First Nations University of Canada, 1 First Nations Way, Regina, SK, S4S 7K2. Ph: (306) 793-5522 ext. 2208. Fax: (306) 793-5597. Email: f.watson@firstnationsuniversity.ca.

■ **CIVIL & ENVIRONMENTAL ENGINEERING** — University of Windsor. The Faculty of Engineering, at the University of Windsor invites applications for two positions, the position of Department Head and a tenure-track position in both the Department of Mechanical, Aerospace and Materials Engineering and the Department of Civil and Environmental Engineering in the area of Applied/Solid Mechanics at the rank of Assistant Professor. For consideration, please send your curriculum vitae and a letter of interest by September 1, 2006. This position is subject to final budgetary approval. For a detailed position description visit our web site at <http://www.uwindsor.ca/faculty> positions. Contact: Chair, Joint Appointments Search Committee, c/o Office of the Dean of Engineering, Room 242, Essex Hall, University of Windsor, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000 ext. 2566, ext. (519) 971-3522. Email: engineering@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Lois Strohbecher, Acting Director, Faculty Recruitment at 1-877-655-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruitment@uwindsor.ca.

■ **CIVIL ENGINEERING** — University of Waterloo. The Department of Civil Engineering at the University of Waterloo is seeking individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates should have a strong background in river hydraulics and watershed management. The person would have expertise in hydroclimatology with an emphasis on rehabilitation of watersheds and watersheds in urban environments. Experience in model development, GIS applications, hydraulics, and/or modeling of ecological processes would be an advantage. The successful candidate must complement the existing faculty in the Department of Civil Engineering primarily comprised of hydraulics, hydrology, hydroclimatology, watershed management, treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field. Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for expertise in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae including 30,000 or more of career objectives, and the names, addresses, Email addresses, telephone and fax number of at least three references. Mail to: Professor Les Rothernberg, Chair, Department of Civil Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

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CAREERS CARRIÈRES



Laurentian University
Université Laurentienne

Multiple Positions / Plusieurs Postes

Laurentian University (LU) is located in Sudbury, an attractive modern city offering unique cultural, recreational, and educational opportunities. For further info see <http://www.sudburytourism.ca>.

LU is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure. LU is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications will be reviewed commencing in June 2006 but will be accepted until the positions are filled. Ph.D. in the related field is essential unless otherwise indicated. Applicants should provide curriculum vitae, a list of publications, a summary of research interests, a research proposal indicating equipment needs and three letters of reference addressed to: Chair/Directeur of the Academic Unit, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON P3E 2C6.

Information can be found at www.laurentian.ca. LU faculty are part of the LUFA (Laurentian University Faculty Association), information on LUFA can be found at www.lufapul.ca.

L'Université Laurentienne (UL) est située à Sudbury, une ville moderne et agréable offrant des possibilités uniques en matière d'enseignement, de loisirs et d'activités culturelles. Consultez <http://www.sudburytourism.ca>. L'UL est un établissement bilingue et souscrit au principe de l'égalité d'accès à l'emploi. Le bilinguisme passif (français-anglais) est une condition d'obtention de la permanence. L'UL souscrit au principe de l'équité en matière d'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences du Canada en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents.

Les candidatures seront examinées à partir de juin 2006 mais seront acceptées jusqu'à ce que les postes soit comblés. Le Ph.D. dans le domaine connexe est, à moins d'avis contraire, obligatoire. Les candidat(e)s doivent faire parvenir un curriculum vitae, une liste de publications, un résumé des intérêts de recherche, un projet de recherche indiquant les besoins d'équipement et trois lettres de recommandations au : Directeur(rice) du département ou école, Université Laurentienne, 935 chemin du lac Ramsey, Sudbury (ON) P3E 2C6.

Plus d'informations sont disponibles à : www.laurentienne.ca. Les professeurs de l'UL font parti de l'APUL (L'association des professeurs de l'Université Laurentienne). Plus d'informations sont disponibles à : www.lufapul.ca.

ARTS D'EXPRESSION

Veuillez adresser votre demande à Medeleine Azzolo, Directrice, Programme en arts d'expression.

Poste de professeur(e), à l'essai menant à la permanence, en fonction le 1er juillet 2006, pour enseigner les cours de conceptualisation de productions multi-média, logiciels des arts de la scène aspects techniques de la scène multi-média, assumer la création de spectacles collectifs multi-média, assumer l'écriture scénique collective multi-média, assumer certaines responsabilités administratives reliées aux productions et au programme. Préférence une maîtrise dans un domaine des arts de la scène et attestant d'expertise en créativité. Des expériences en création collective, en production de théâtre, de film, de virtuel et de musique. Des expériences en écriture des arts de la scène et en gestion de projets artistiques. Des connaissances supérieures des logiciels des arts reliés au théâtre, au film et à la musique. Des expériences de spectacles de commandes éducatifs et de sensibilisation et une connaissance du milieu artistique et éducatif franco-ontariens. Toutefois les candidats ou candidates qui présentent un diplôme du 1er cycle dans un domaine des arts de la scène avec plusieurs années d'expérience seront considérés(e)s.

BIOLOGIE

Veuillez adresser votre demande à J.D. Shorthouse, Département de Biologie.

Poste de trois ans sciences de la santé avec emphase en parasitologie et maladies infectieuses. La personne choisie devra pouvoir développer un programme de recherche financé de l'extérieur, superviser des étudiants d'études supérieures, et enseigner des cours tels que la Parasitologie, l'Histologie et autres cours de l'option biomédicale. Le(a) candidat(e) retenu(e) se joindra à un département collégial axé sur la recherche et qui offre des options de biologie biomédicale, d'écologie aquatique et terrestre et de biologie intégrée.

CHIMIE/BIOCHIMIE

Veuillez adresser votre demande à Directeur, Département de Chimie et Biochimie.

Poste menant à la permanence au niveau de Professeur(e) adjoint(e). Expérience postdoctorale et la capacité d'enseigner dans une ou plusieurs des disciplines de la chimie/biochimie dans les programmes de premier cycle et des études supérieures. La capacité d'enseigner en français est essentielle. La personne choisie devra développer un solide programme de recherche subventionné à l'extérieur et participer activement aux programmes des études avancées.

PHARMACOLOGIE ET BIOCHIMIE

Veuillez adresser votre demande à Directeur, Département de Chimie et Biochimie.

Poste de trois ans au niveau de Professeur(e) adjoint(e). Expérience postdoctorale dans un domaine relié à la pharmacologie. La capacité d'enseigner en français des cours du niveau baccalauréat est essentielle. La personne choisie devra également développer un programme de recherche solide subventionné à l'extérieur et participer activement aux programmes d'études avancées.

ÉDUCATION

Veuillez adresser votre demande à Serge Demers, École des sciences de l'éducation.

Poste 1 : Juillet 2007 un poste à temps plein menant à la permanence. Enseignement des cours de TICE (Technologie de l'information et de la communication en éducation) et autres disciplines à la formation initiale, en plus de la supervision de stages.

Poste 2 : Juillet 2007 un poste à temps plein menant à la permanence. Enseignement des cours de TICE (Technologie de l'information et de la communication en éducation) et autres disciplines à la formation initiale, en plus de la supervision de stages.

Poste 3 : En fonction le 1er juillet 2006 un poste à temps plein menant à la permanence. Enseignement de la planification, mesure et évaluation à la formation initiale, en plus de la supervision de stages.

ÉTUDES DE LA SANTÉ

Veuillez adresser votre demande à Simon Laflamme, Département de sociologie.

Poste de trois ans de professeur/professeure. Date d'entrée en fonction est le 1er juillet 2006. Enseignement de 12 crédits de cours et la coordination du programme en Études de la santé. Un doctorat ou une maîtrise dans une discipline de sciences sociales en plus d'une connaissance ou d'une expérience de recherche dans le domaine de la santé.

ÉTUDES FRANÇAISES ET DE TRADUCTION

Veuillez adresser votre demande à Renée Corbell, Études françaises et de traduction.

Deux postes (durée de trois ans), linguistique appliqué à l'enseignement du français langue seconde et littérature française et francophone. Descriptions plus détaillées : www.francais.laurentienne.ca. Date d'entrée en fonction le 1er juillet 2006.

GÉOGRAPHIE

Veuillez adresser votre demande à Reoui Étongué Meyer, Département de géographie.

Poste à durée limitée (10 mois) au rang de professeur adjoint. Les qualifications requises sont un doctorat en géographie physique ou en Sciences de la Terre, une expérience en enseignement. La personne retenue enseignera les cours suivants: Introduction à la géographie physique, géomorphologie I et II, géomorphologie appliquée.

HISTOIRE

Veuillez adresser votre demande à Sara Burke, Département d'histoire.

Poste de trois ans en histoire canadienne avec la capacité d'enseigner l'histoire européenne au XIXe siècle. L'enseignement se fait exclusivement en français dans un département qui offre des cours de baccalauréat et de maîtrise dans les deux langues et qui participe au nouveau programme de doctorat interdisciplinaire en sciences humaines. En fonction le 1er juillet 2006.

MATHEMATICS & COMPUTER SCIENCE
MATHÉMATIQUES ET D'INFORMATIQUE

Please address application to Patrice Sawyer, Department of Mathematics and Computer Science. Veuillez adresser votre demande à Patrice Sawyer, Directeur, Département de mathématiques et d'informatique.

Two limited term positions (three years and five years) in Mathematics to begin July 1, 2006. Candidates should have a PhD in Mathematics and be able to contribute to a proposed Master's program in Computational Sciences. One of the positions requires the candidate to be able to teach in French and in English while the other one, the ability to teach in French.

Des postes à durée limitée (trois ans et cinq ans) commençant le premier juillet 2006. Les candidats doivent détenir un doctorat en mathématiques et pouvoir contribuer à la maîtrise proposée en « computational sciences ». Un des postes requiert la capacité d'enseigner en français et en anglais tandis que l'autre nécessite celle d'enseigner en français.

NURSING/SCIENCES INFIRMIÈRES

Director of the School of Nursing

Please address application to Heather Jessup-Falcioni, School of Nursing. Applications for the position of Director of School of Nursing, commencing July 1, 2006 or as soon as possible. The School offers a BScN, including Post RN by distance education, in both English and French languages and a MScN. The program is a partner in the upcoming Inter-disciplinary PhD Program in Rural and Northern Health. The ideal candidate will have a PhD in Nursing or related field and be eligible for registration with the College of Nurses of Ontario. The role of Director of Nursing is to provide sound academic leadership, foster an effective environment for research, scholarship, learning, and teaching; and build and maintain strong relations with the University community and external stakeholders.

Directeur de l'École des Sciences Infirmières

Veuillez adresser votre demande à Heather Jessup-Falcioni, École des sciences infirmières. L'Université Laurentienne accueille des demandes pour le poste de Directeur de l'École des Sciences Infirmières. La date d'entrée en fonction est le 1er juillet 2006 ou aussitôt que possible après cette date. L'école offre un programme menant au Baccalauréat en sciences infirmières (BScN et B.Sc.(n)), programmes génériques et post-diplôme, tant en anglais qu'en français, ainsi qu'une MScN. L'école est un des partenaires impliqués dans le nouveau programme de doctorat interdisciplinaire en santé nordique et rurale. Le candidat idéal aura un PhD en sciences infirmières ou dans un domaine connexe et serait éligible à l'obtention d'un permis de pratique avec l'Ordre des infirmières et infirmiers de l'Ontario. Dans son rôle, le directeur ou la directrice de l'École doit démontrer un leadership vigoureux, favoriser un environnement efficace pour la recherche, l'écriture, l'apprentissage et l'enseignement, et créer et maintenir des relations solides avec la communauté universitaire et les autres parties prenantes.

NURSING/SCIENCES INFIRMIÈRES

Please address application to Sherolyn Mossey, School of Nursing. Veuillez adresser votre demande à Sherolyn Mossey, École des sciences infirmières.

The School of Nursing offers a BScN, Primary Health Care NP, and MScN programs. In addition to the documentation listed in the introduction also submit a sample of scholarly writing, sample course outlines and teaching evaluation, if available, graduate transcripts. Two tenure-track positions for the English Nursing program. Candidates will have graduate preparation in Nursing and a PhD is preferred. Evidence of a developing research and publication program is an asset. The School of Nursing has a commitment to Northern and rural health and health policy research and practice.

Deux postes de professeur menant à la permanence. La candidate ou le candidat doit avoir complété une maîtrise en sciences infirmières et de préférence un doctorat. L'expérience de l'enseignement universitaire et des compétences cliniques récentes constituent un atout.

PHILOSOPHIE

Veuillez adresser votre demande à Michael Yeo, Département de philosophie.

Poste de trois ans au département de Philosophie. Le domaine de spécialisation est ouvert mais le département a des besoins pour enseigner des cours en histoire de la Philosophie et en pensée critique au niveau des études sous-graduelles. Le candidat ou la candidate choisi(e) devra aussi pouvoir enseigner au niveau des études supérieures.

PHYSIQUE ET D'ASTRONOMIE

Veuillez adresser votre demande à Directeur, Département de physique et d'astronomie.

Un poste de trois ans, au rang de professeur adjoint commençant le 1er juillet 2006. Exigence détenir un doctorat en physique, avec au moins deux ans d'expérience postdoctorale ou expérience équivalente. La personne choisie enseignera en français au niveau du premier cycle et ses compétences en recherche devraient coïncider avec l'un des domaines d'expertise du département. Ces domaines incluent à présent l'astrophysique des particules au laboratoire SNO-LAB de Sudbury, la physique médicale ou biomédicale en collaboration avec le Centre régional de cancérologie du nord-est de l'Ontario et la physique de la matière condensée.

SCIENCE POLITIQUE

Veuillez adresser votre demande à Mary Powell, Département de science politique.

Poste de professeur(e) à durée limitée de 3 ans, en administration publique et/ou politique gouvernementale et/ou politique gouvernementale comparée. L'entrée en fonction est le 1er juillet 2006. Le candidat ou la candidate détenant un doctorat ou un diplôme équivalent possède une expérience dans l'enseignement universitaire. L'enseignement est en français seulement.

PSYCHOLOGIE

Veuillez adresser votre demande à Elizabeth Levin, Département de psychologie.

Poste à durée limitée au rang de professeur adjoint. L'entrée en fonction est prévue pour le 1er septembre 2006, ou négociable. Les candidats doivent être admissibles à l'Ordre des psychologues de l'Ontario. Enseigner, en français, certains des cours suivants au 1er cycle: Introduction à la psychologie, Psychologie clinique, Psychopathologie, Personnalité, Psychologie sociale, Statistiques. L'enseignement d'autres cours est possible en fonction des intérêts du candidat. La participation au programme proposé de maîtrise en psychologie, avec volet clinique, est désirable.

SOCIOLOGIE

Veuillez adresser votre demande à Simon Laflamme, Département de sociologie.

Un poste d'une durée de trois ans. Enseignement des cours de théorie et de méthode de même que des cours thématiques. Programmes de baccalauréat et de maîtrise spécialisés en recherche sociale appliquée.

CAREERS CARRIÈRES

■ **CRIMINOLOGY** — The University of Toronto, Centre of Criminology and Woodsworth College invites applications for a tenure-stream appointment at the rank of Assistant or Associate Professor to begin July 1, 2007. The Centre of Criminology is an interdisciplinary graduate Centre for the study of crime, criminal justice, social regulation, and the interaction between law and society. In Canada and internationally, the Centre takes a broad view of criminological and socio-legal research, and welcomes applicants from any field with an interest in the social sciences and humanities that relates to its broadly-defined mandate. Applicants should have a completed doctorate at the time of appointment and have demonstrated promise of excellence in teaching and in scholarly research and publication. As the appointment is shared (50% Criminology, 40% Woodsworth College), the appointee will be expected to teach courses in the undergraduate programme in Criminology at Woodsworth College and in the graduate programme (MA and PhD) at the Centre of Criminology. Salary will be commensurate with experience and qualifications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Applicants should include a covering letter, curriculum vitae, and two article-length samples of written work. Applicants should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Professor Richard Ericson, Director, Centre of Criminology, 130 St. George Street, Room 6001, University of Toronto, Toronto, Ontario, Canada, M5S 3H1, and all application materials should be received by September 30, 2006. Additional information about the Centre of Criminology can be obtained at <http://www.criminology.utoronto.ca>

■ **CRIMINOLOGY** — University of Alberta. The Department of Sociology invites applications for a tenure-track position in Criminology at the Assistant Professor level, commencing July 1, 2007. The benefits package is comprehensive. PhD is required at the time of appointment. The successful candidate will demonstrate a strong record/standing potential for research in the area of Criminology/Socio-legal studies and have excellent communication and teaching skills and leadership potential. Applicants should submit a letter of intent, curriculum vitae, teaching dossier and arrange for three confidential letters of reference to be sent by September 15, 2006 to Dr. R. A. Sykes, Professor and Chair, Department of Sociology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4, Fax: (780) 492-7196. For additional information, please visit the Sociology website at <http://www.soc.ualberta.ca/socweb/>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle

of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **EAST ASIAN STUDIES** — University of Toronto. The Department of East Asian Studies at the University of Toronto invites applications for a special one-year appointment at the rank of Lecturer to teach Japanese language. Successful applicants should have 8-10 degrees in Japanese languages and/or pedagogy with substantial experience teaching Japanese as a second language at the university level. Native or near-native fluency expected together with excellent command of English. The position is for one year beginning September 1, 2006 and will not be renewed. Salary is commensurate with qualifications. Please send a cover letter, curriculum vitae, and arrange to have three letters of reference sent by July 10, 2006 to Japanese Language Search, Department of East Asian Studies, University of Toronto, 130 St. George Street #14087, Toronto, Ontario, M5S 3H1. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING** — University of Waterloo. The Department of Electrical and Computer Engineering (ECE) at the University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions at the levels of assistant professor, associate professor, and full professor. The University of Waterloo is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

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ASSISTANT PROFESSOR IN PHILOSOPHY

The Department of Philosophy at the University of Guelph invites applications for a full-time tenure-track position to start January 1, 2007 (or later) at the rank of Assistant Professor Area of specialization: philosophy of science, with an ability to contribute to our program in philosophy of the life sciences, area of competency open.

Minimum qualifications are a PhD in Philosophy and evidence of excellence in research and teaching. Teaching duties will include undergraduate and graduate instruction as well as graduate supervision.

Deadline for receipt of applications is August 14, 2006. Applications should include a curriculum vitae, a writing sample, a teaching dossier and three letters of reference. Applicants should send to: Andrew Wayne, Chair, Department of Philosophy, University of Guelph, Guelph, Ontario N1G 2W1, Fax: (519) 837-8634, Email: wayne@uoguelph.ca, Web Site: www.uoguelph.ca/philosophy

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

UNIVERSITY OF GUELPH



Concordia
UNIVERSITY

DEAN, JOHN MOLSON
SCHOOL OF BUSINESS
Concordia University, Montreal

Now one of Canada's largest, liveliest and most diverse universities, Concordia University benefits from its location in Montréal, Canada, one of the world's great cities. Substantial re-building of the full-time faculty ranks, the national and international reputation of professors for excellence in teaching and research, the stunning new facilities and the spectacular growth in enrolment of high-calibre students are all turning Québec's fastest growing university into one of Canada's leading universities.

The John Molson School of Business seeks an academic leader who will advance its strong reputation and connectedness in the community and will secure enhanced support for leading-edge teaching and research programs. Very recently, the University received the exciting news of a major financial commitment by the Québec government towards a new state-of-the-art building. For information about John Molson School of Business programs and accomplishments, please consult www.johnmolson.concordia.ca.

The ideal candidate for Dean during this fast-paced period of change will be a visionary leader with an academic or business background who is skilled at setting and executing strategic direction. The ability to function in both English and French is desirable.

Concordia University is committed to equity in employment. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

Should you want to learn more about this unique leadership opportunity, call Libby Dybkowski or Kelly Baron at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence, to Providence Consulting at search@providenceconsulting.com.



We will communicate with all who express interest.

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CAREERS CARRIÈRES

Nancy's Chair in Women's Studies

Mount Saint Vincent University (MSVU) invites nominations or applications for a visiting scholar position, affiliated with the Department of Women's Studies. Responsibilities will include involvement (both on campus and at regional universities or community women's groups) in the development of women's studies and feminist research, carrying out a research program, and teaching one course per term at the graduate or undergraduate level.

Eligible candidates will have made a substantial research contribution or will have extensive community-based involvement in furthering the status of women and women's issues. Applicants from all disciplines are welcome. Mid-career or senior scholars are encouraged to apply, as are international candidates.

The term of the appointment shall be one or two years, commencing July 1, 2007. Applications (accompanying a curriculum vitae and the names and contact information for three references, who will not be contacted without permission) should be sent to:

Dean, Faculty of Arts and Science
Attention: Anne Duguay
Administrative Assistant to the Dean
Mount Saint Vincent University
166 Bedford Highway
Halifax, NS B3M 2J6
E-mail: anne.duguay@msvu.ca

Applications and nominations will be considered until an appointment is made, but candidates are encouraged to apply by September 15, 2006.

MSVU is committed to the principles of employment equity and encourages applications from all qualified candidates, including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

www.msvu.ca
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York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Global, innovative and diverse, the Schulich School of Business enrolls some 3,000 students over three semesters in undergraduate, graduate and postgraduate Business degree programs that lead to careers in the private, public and not-for-profit sectors. Located in Toronto, Canada, the School's new multimillion-dollar complex is on York University's main campus. Schulich's downtown Miles S. Nadal Management Centre is situated in the heart of the city's financial district.

Known for the diversity of its student body, faculty and staff, Schulich has pioneered unique offerings in areas such as financial engineering, financial services, real property development, business and sustainability and health industry management. In addition, it launched Canada's first comprehensive degrees leading to careers in international business – the International MBA (IMBA) and the International BBA (IBBA). The Joint Kellogg-Schulich EMBA, established in partnership with Northwestern University's Kellogg School of Management, is North America's first cross-border Executive MBA. Each year, the Schulich Executive Education Centre provides executive development programs to more than 10,000 executives in Canada and abroad.

As Canada's Global Business School™, Schulich has strategic linkages in more than 80 countries around the world, including academic exchange partnerships with leading international management schools. Schulich has recently opened offices in Beijing, China, and Mumbai, India, to support initiatives related to recruitment, executive education, career development and alumni relations.

Schulich faculty have earned global recognition for their research in such fields as business and sustainability, organizational behaviour, forensic accounting and finance.

Schulich School of Business

ONTARIO RESEARCH CHAIR

Economics & Cross Cultural Studies:
Public Policy & Enterprise Competitiveness

York University has been awarded an Ontario Research Chair under the theme of Economics and Cross Cultural Studies as part of the Ontario government's generous investment in public policy research. This Chair will be situated in the Schulich School of Business, and focused on the study of Public Policy and Enterprise Competitiveness. Ideally, an appointment will be made at the rank of Associate or Full Professor, effective January 1, 2007, subject to budgetary approval. The holder of this Chair will bring expertise in examining regionally sensitive public policy related to fostering enterprise competitiveness. Interested applicants can access the following web site to obtain more details about the strategic vision that led to the creation of this Chair: <http://research.yorku.ca/public/home/orc/index.html>

Prefereed candidates will have an ongoing, productive research program that is relevant to public policy development, expertise related to the challenges of developing globally competitive enterprises, ideally, including, small- and medium-sized enterprises; interest in engaging with other scholars, public policy makers and/or business leaders to develop a program of research that will compare policy across jurisdictions, including different economic and cultural regimes, in order to identify policies that foster more globally competitive Ontario enterprises.

Salary and benefits are competitive. Applicants should send a curriculum vitae, three letters of reference, examples of research, and information about teaching performance, by September 15, 2006, to: Professor Eileen Fischer, Chair, Ontario Research Chair Search Committee, Schulich School of Business, York University, 4700 Keele Street, Room N304E, Toronto, Ontario, Canada, M3J 1P3. E-mail: efischer@schulich.yorku.ca

SENIOR-LEVEL POSITION IN MARKETING WITH
FOCUS ON CONSUMER CULTURE STUDIES

The Schulich School of Business invites applications for a tenure-track position in Marketing at the Full Professor level, effective July 1, 2006, subject to budgetary approval. Preferred candidates will have a leadership position within the discipline marked by substantive and methodological innovation, a track record of publications in top-tier journals; demonstrable evidence of potential for further publications in such journals; the ability to complement the marketing area's current leadership position in the field of consumer culture studies; a willingness and ability to contribute to the doctoral program; and evidence of teaching interests and skills that complement the needs of the area group and the School.

Salary and benefits are competitive. Applicants should send a curriculum vitae, three letters of reference, examples of research, and information about teaching performance, by June 26, 2006, to: Professor Eileen Fischer, Marketing Area Co-ordinator, Schulich School of Business, York University, 4700 Keele Street, Room N304E, Toronto, Ontario, Canada, M3J 1P3.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at www.yorku.ca/acad/jobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK
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redefine THE POSSIBLE.

tion involving. This position will complement other activities in the Department in the areas of sheet metal forming, tube hydroforming, welding and joining, machining, powder metallurgy, casting, composites, and thin films with research interests in processing of metallic and/or non-metallic materials. Candidates with expertise and interests in process modeling with an emphasis on microstructural evolution and/or plastic deformation are particularly encouraged to apply. Strength in both graduate and undergraduate project supervision, teaching in the areas of manufacturing processes, solid mechanics, and materials engineering at all levels, and collaboration with other faculty members, particularly in the Solid Mechanics and Materials groups is considered essential. Applicants must hold a PhD in Material Science and Engineering or Mechanical Engineering and have relevant experience, good communication skills and potential or proven ability for excellence in teaching and research, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in Fall 2006 or Winter 2007 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Appointments are subject to the availability of funds.

MECHANICAL, AUTOMOTIVE & MATERIALS ENGINEERING – University of Windsor. The Faculty of Engineering, at the University of Windsor invites applications for two positions, the position of Department Head and a

tenure-track position in both the Department of Mechanical, Automotive and Materials Engineering and the Department of Civil and Environmental Engineering in the area of Applied/Solid Mechanics at the rank of Assistant Professor commencing in early September 1, 2006. This position is subject to final budgetary approval. For a detailed position description visit our website at <http://www.uwindsor.ca/facultypositions>. Contact: Chair, Joint Appointments Search Committee, c/o Office of Dean of Engineering, Room 242, Essex Hall, University of Windsor, Windsor, Ontario, N9B 3P4, Phone: (519) 253-3000 Ext. 2566, Fax: (519) 971-3622, Email: engineering@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Lois Smedley, Acting Director, Faculty Recruitment at 1-877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca.

NANOTECHNOLOGY ENGINEERING – University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g. quantum structures, molecular electronics), micro/nano instruments (e.g., nanoscale spectrometry, AFM, nanobiosensors), nanomaterials (e.g., nanomedicine, biomaterials), and nanofabrication (e.g., nanofabrication, nanofabrication). Successful candidates are expected to establish world-class, independent, externally funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinator, Nanotechnology and Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: nanofacultyhiring@nanotech.uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Wis-

consin with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified individuals are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

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PATHOLOGY – The University of Western Ontario. Applications are invited for a probationary (tenure-track) appointment at the rank of Assistant Professor in the Department of Pathology effective July 1, 2006 or as soon as possible thereafter. The Department of Pathology has 30 faculty members, 11 staff members, and approximately 20 graduate students enrolled in full time and part time Western and PhD programs. It is one of 22 departments in the Schulich School of Medicine & Dentistry (<http://www.med.uwo.ca/>). Applicants must have a PhD and/or MD degree or equivalent, demonstrated outstanding record of research and publications and will be expected to maintain an ongoing vigorous research program. The candidate's research interests should complement or support existing areas of research strength in the Department of Pathology (<http://www.uwo.ca/pathol/>) at the University of Western Ontario. The successful candidate should have a strong background of research in the field of vascular biology. Preference will be given to candidates with demonstrated experience in vascular biology, including but not limited to endothelial cell biology, endothelial-matrix interactions, and endothelial/mesenchymal stem cells. We are particularly interested in candidates with experience in vascular stem cell biology and the potential use of adult stem cells as a novel strategy for the treatment of chronic diseases and complications and/or disease processes. The position will encourage active collaboration with investigators. The candidate will also have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the undergraduate and postgraduate levels. Consideration of applicants will include an assessment of previous performance, teaching qualifications which go beyond the requirements for the position, and experience. With full enrollment of about 25,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The university campus is located in London (see www.city.london.on.ca). Applications are sought until the position is filled. Please send detailed curriculum vitae, three letters of reference and a statement of research interests to: Dr. Bertha Garcia, Professor, Chair and Chief, Department of Pathology, Schulich School of Medicine & Dentistry, The University of Western Ontario, London, Ontario, Canada, N6A 5G2. Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



Department of French
University of Toronto

Assistant Professor
in French

The University of Toronto invites applications for a **Contractually Limited Term Appointment** as an Assistant Professor in French commencing July 1, 2006. This is a non-tenure stream position for a limited term of two years. The Department of French is seeking applicants with demonstrated excellence in the areas of French Cinema and French as a Second Language. Extensive knowledge of film theory would be an asset. Candidates should have an excellent record of research and extensive experience in teaching courses in French Cinema and in French as a Second Language. Duties will include teaching at the Undergraduate and Graduate levels and development of French Cinema courses. Salary will be commensurate with qualifications and experience.

Applicants must have a Ph.D. or equivalent in Cinema Studies, French Studies or a closely related field and are expected to have an excellent teaching record, an excellent record of research, native fluency in the French language, as well as the ability to teach and work in English. Applicants should ask three referees to send a letter of recommendation and send a cover to the address below. The letters must be received by the deadline for receipt of applications. Applicants should also send curriculum vitae, a teaching dossier, a copy of recent publications, and a statement outlining teaching philosophy and interests in curricular and pedagogical development to: Professor Parth Bhatt, Chair, Department of French, University of Toronto, 50 St. Joseph Street, Toronto, Ontario, Canada, M5S 1J4. The closing date for receipt of applications is June 30th 2006.

The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. We offer opportunities to work in a range of collaborative programs including Aboriginal, Canadian, African, Caribbean, ethno-cultural, sexual diversity, gender and women's studies.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



Schulich
School of Business
York University

CAREERS CARRIÈRES

■ PHARMACY — University of Waterloo. The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceuticals, pharmaceutical nanotechnology, medicinal chemistry/pharmacology, pharmaceutical immunology, and biomaterials. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the well-known, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The Institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 450 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of

a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the University, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with trans-disciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applicants should include 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of refer-

ence, 3) a one-page statement regarding teaching philosophy, 4) an outline (1-2 pages) of the proposed research program, and 5) a concise statement regarding experience in trans-disciplinary research. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ PHARMACY — University of Waterloo. The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels for Practitioners/Educators. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship, and proficient teaching in fields including clinical pharmacotherapeutics, pharmaceutical informatics, primary care, international health, phar-

UNIVERSITY OF WATERLOO

ONTARIO RESEARCH CHAIR IN ENVIRONMENTAL POLICY & RENEWABLE ENERGY FACULTIES OF ENGINEERING & ENVIRONMENTAL STUDIES

The University of Waterloo is seeking an outstanding professional to fill the new position of Ontario Research Chair in Environmental Policy and Renewable Energy. The position is one of eight Chairs endowed by the Ontario government at six universities to promote leading edge research in key areas of public policy. The Chair will lead the development of an interdisciplinary research program focused on addressing key policy-oriented questions underlying the development of innovative sustainable energy policy solutions for Ontario. The University is committed to building research capacity in green energy technology, management and policy and will establish two new junior positions to support the work of the Ontario Research Chair.

The ideal candidate will hold a PhD and be an internationally recognized scholar with documented accomplishments in influencing and formulating policy to promote sustainable energy management strategies by engaging policymakers and stakeholders. He or she will have a broad understanding of energy policy issues within the context of renewable energy technologies, power systems, energy economics, environmental impacts and sustainability. To ensure that the Ontario Research Chairs program increases Ontario's capacity in the area of sustainable energy policy, the initial appointee to an Ontario Research Chair must not currently be working in an Ontario university.

The University of Waterloo has an international reputation for engineering excellence in the development of sustainable energy technologies, including solar and wind, fuel cells, distributed power generation and greenhouse gas mitigation. Innovative research programs investigate community, household and business responses to technology options and alternative structures of economic incentives. The University's interdisciplinary Green Energy Research Institute (GERI - <http://geri.uwaterloo.ca/>) comprises more than 40 collaborators engaged in research on green, renewable energy technologies, power systems optimization and management, and sustainable policy development.

The successful applicant for this tenured Full Professor position will be nominated to hold the Ontario Research Chair. Appointment to the ORC will be for a renewable seven-year term. The ORC will conduct research primarily in sustainable energy policy development, formulation and communication and will hold cross-appointments in the Faculties of Engineering and Environmental Studies. Further information on the Ontario Research Chair program can be found at <http://orc.uwaterloo.ca/>. Salary will be commensurate with qualifications and experience. It is anticipated that the appointment will commence on September 1, 2006.

With a student population of over 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for 13 consecutive years. The University is located in an attractive two-university community in the Region of Waterloo, approximately 100 km from the city of Toronto and in close proximity to the Great Lakes and Provincial Parks.

Applications must include curriculum vitae, the names of three references, and a statement of the proposed research, teaching and outreach program and should be submitted to:

Dr. Anthony Vannelli, P.Eng.
Professor and Associate Dean of Research and External Partnerships
Faculty of Engineering CPH 3390, University of Waterloo
Waterloo, ON N2L 3G1 CANADA
E-mail: vannelli@engmail.uwaterloo.ca

Applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.



BUILDING A TALENT TRUST



QUEEN'S UNIVERSITY Kingston, Ontario, Canada

Tenure Track Positions Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Managerial Economics, Organizational Behaviour/Human Resources and Strategy and Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:

Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Faculty Development Fund.

INSTITUTION:

Queen's School of Business is one of the world's premier business schools. Our M.Sc. and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our flagship undergraduate Commerce program has the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has also gained international recognition for its MBA and open-enrolment executive education programs. *Business Week* ranks Queen's full-time MBA for Science & Technology #1 in Canada and #1 outside the U.S., Queen's Executive MBA #1 in Canada and #21 in the world, and Queen's Executive Development Centre #1 in Canada and #10 in the world. *Financial Times* also ranks Queen's among the best business schools in the world. Queen's School of Business is also home to the Queen's Centre for Business Venturing, the

Queen's Centre for Corporate Social Responsibility and the Monieson Centre, a global leader in research of knowledge-based enterprises. Queen's School of Business is fully accredited by the AACSB (The Association to Advance Collegiate Schools of Business) and the Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY:

Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the *Report on Business, Chatelaine* and the *Imperial Oil Review*.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at www.queensu.ca/qufa. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2007, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Brent Gallupe, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall - Rm. 346
Kingston, Ontario K7L 3N6

www.business.queensu.ca



McGill

Various Positions, Department of Pediatrics Faculty of Medicine

The Department of Pediatrics, McGill University and the Montreal Children's Hospital of the McGill University Health Centre (MUHC) are inviting applications for the following Faculty positions at the rank of Assistant, Associate or Full Professor based on the applicant's qualifications and experience:

- Pediatric Cardiology: **Staff Physicians**
- Pediatric Gastroenterology: **Director & Staff Physicians**
- Pediatric Hematology-Oncology: **Director & Staff Physicians**
- Pediatric Nephrology: **Staff Physicians**
- Pediatric Neurology: **Staff Physicians**
- Pediatric Infectious Diseases: **Director & Staff Physicians**
- Pediatric Medical Emergency: **Staff Physicians**
- Neonatal Medicine: **Staff Physicians**
- Medical Scientists: **M.D. or Ph.D.**
- Medical & Biomedical Genetics: **Staff Physicians**

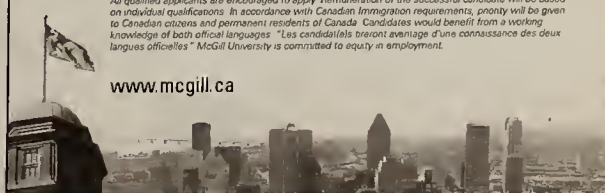
The selected M.D. candidates must be eligible for licensure within the province of Quebec. Candidates should be certified (or eligible) by the Royal College of Physicians and Surgeons of Canada in Pediatrics (or possess comparable qualifications) and be eligible for licensure in the Province of Quebec. Candidates would benefit from a working knowledge of both French and English. Candidates applying for the positions of Director must have demonstrated strong leadership skills in research and teaching. All successful candidates should be physician-scientists or basic scientists with an established record of accomplishments in basic or clinical research. For qualified individuals, laboratory space, shared equipment and start-up funding will be available through the associated McGill University-The Montreal Children's Hospital Research Institute and MUHC R.I.

Interested applicants are asked to submit a signed letter of interest, curriculum vitae (including e-mail address) and three letters of reference to:

Dr. Harvey J. Guyda, Chair
Department of Pediatrics
The Montreal Children's Hospital
Room C-414, 2300 Tupper St.
Montreal, Quebec H3H 1P3
E-mail: harvey.guyda@muhc.mcgill.ca
Telephone: 514-412-4467; Fax: 514-412-4251

All qualified applicants are encouraged to apply. Remuneration of the successful candidate will be based on individual qualifications. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates would benefit from a working knowledge of both official languages. "Les candidats/elles devront avoir une connaissance des deux langues officielles." McGill University is committed to equity in employment.

www.mcgill.ca



CAREERS CARRIÈRES



President and Vice-Chancellor

Wilfrid Laurier University is conducting an extensive international search for a President and Vice-Chancellor to take office in the summer of 2007, and invites expressions of interest, applications and nominations.

Founded in 1911, Laurier is a premier university, renowned for its innovation and high calibre students. It offers a sense of community second to none and a unique, interdisciplinary approach to learning. Wilfrid Laurier University is committed to being a significant teaching and research university with undergraduate, graduate and professional programs of excellent quality. The University provides its 11,500 full-time and 1,600 part-time students a diversity of course offerings, including 22 master's and doctoral programs, through six Faculties and on three campuses. The University has a total of 1,500 full and part-time faculty and librarians, including a number of externally funded research Chairs, and 750 administrative staff. The University's operating budget is \$190 million. Further information regarding Wilfrid Laurier University is available at www.wlu.ca.

The President is the chief executive officer of the University. The successful candidate must have demonstrated the capacity for outstanding educational leadership, a dedication to excellence

in teaching and research, and the leadership ability to guide the affairs of the overall University. Candidates must have a thorough grasp of contemporary issues in post-secondary education, a collegial working style and the ability to represent the interests of the University effectively with governments and other constituencies.

Wilfrid Laurier University is committed to equity and values diversity. It welcomes applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority.

The Search Committee will begin considering potential candidates in late May 2006 and will continue until the role is successfully filled. Applications and nominations should include a statement of qualifications and specific achievements. All documentation will be treated confidentially and should be directed to the University's Search Consultant, Dr. Laverne Smith at:

Laverne Smith & Associates Inc.
1 Yonge Street, Suite 1801
Toronto, ON M5E 1W7
wlupresident@lavernesmith.com



Laverne Smith & Associates Inc.

www.lavernesmith.com

McGill

Chief Information Officer

McGill University seeks a Chief Information Officer who will develop, recommend and implement a strategic vision to support McGill University's academic and Information Systems and Technology (IST) objectives.

The University is seeking a senior IST leader with significant management experience and an in-depth understanding of the operations of a research-intensive university. The successful candidate will be a service-oriented leader and team member with a comprehensive understanding of a wide range of academic and administrative systems and a solid track record of evaluating and negotiating for technology products and services.

Reporting to the Provost, the Chief Information Officer is responsible for the IST infrastructure of the University and for providing reliable and responsive services to students, faculty and staff. The CIO will provide leadership based on best practices from all sectors, a keen understanding of strategic priorities and the ability to anticipate the University's IST requirements. The CIO will ensure an integrated approach to all internal IST services, develop IST policies and procedures and oversee the University's IST budgeting process. The CIO directly supervises Directors in four key areas: Network and Communication Services, including network engineering, data centre operations, enterprise systems support and telephony; Information Systems Resources, including application

programming for enterprise systems, database administration, and e-business solutions; IST Customer Services, including the central help desk, user training, and a server-PC support group; and Instructional Multimedia Services, including audiovisual services, multimedia production and courseware production.

Established in 1821, McGill University is an internationally known, research-intensive, and student centered university and a Canadian leader in higher education. Located in Montreal, one of the world's great cities, McGill benefits from a milieu that is rich in culture, recreation and diversity. For more information on McGill, please refer to the University's website at www.mcgill.ca.

McGill University is committed to equity in employment. An advisory committee has been struck to provide counsel and guidance regarding this appointment. This committee will begin reviewing candidates as soon as possible. Applications including a letter of introduction, full curriculum vitae and the names of five references (who will not be contacted without consent of the applicant) should be forwarded in confidence to the University's consultants:

Laverne Smith & Associates Inc.
1 Yonge Street, Suite 1801
Toronto, ON M5E 1W7
resumes@lavernesmith.com



Laverne Smith & Associates Inc.

www.lavernesmith.com

macetual care, and pharmaceutical education. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members. Serving as the anchor of a brand new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener Waterloo Centre for Family Medicine, which will be involved in training Family Medicine residents. Opportunities for collaboration exist with Investigators in the Faculties of Science and Applied Health Sciences, including UW's new Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with liver, trans- and/or multi-disciplinary scholarship is an essential attribute. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, the names of at least three individuals willing to furnish letters of reference, 2) a one-page statement regarding teaching philosophy, 3) an outline (1-2 pages) of the proposed scholarly activity, and 4) a one-page statement regarding experience in liver, trans, and multi-disciplinary research or practice innovation. Please send complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHYSICS** – The University of Waterloo. The Department of Physics, University of Waterloo, invites applications for tenure-track positions at the Assistant, Associate, and Full Professor level in one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, noncommutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astrophysics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567, Ext. 4531. E-mail: PHYSCI@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our WEB page <http://www.physics.uwaterloo.ca/physics>. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PHYSICS** – The University of Western Ontario. The Department of Physics and Astronomy at The University of Western Ontario invites applications for a probationary (tenure-track) appointment in Condensed Matter Physics at the rank of Assistant Professor, to begin on July 1, 2007. The successful candidate will be nominated for a Natural Sciences and Engineering Research Council of Canada (NSERC) University Faculty Award (UFA). The position is contingent on the candidate receiving an NSERC UFA. The UFA program is targeted towards women and aboriginals who are Canadian citizens or Permanent Residents of Canada. The Department of Physics and Astronomy in Chgo. 25 faculty with research interests in the fields of condensed matter physics, astrophysics, atmospheric and planetary science, and medical physics. We seek outstanding candidates in either experimental or theoretical condensed matter physics with interests that complement and extend our current strengths in the field. Candidates must have a PhD and a demonstrated record of research accomplishments in the field of interest. The successful candidate will be expected to establish an innovative and independent program of externally funded research involving the training of graduate and undergraduate students. She or he will be expected to teach effectively at the undergraduate and graduate levels. Interested candidates should submit a curriculum vitae, a list of publications, a research plan, and the names and addresses of three referees, and arrange for three letters of reference to be sent directly to: Dr. John R. de Bruyn, Chair, Department of Physics and Astronomy, The University of Western Ontario,

London, Ontario, N6A 3K7, Canada; Email: debruy@uwo.ca. Screening of applications will commence in August 1, 2006 and continue until a suitable candidate is identified. The NSERC deadline for UFA nominations is November 1, 2006. Position is subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **PHYSICS & ASTRONOMY** – McMaster University. The Department of Physics and Astronomy at McMaster University is seeking a candidate to nominate for a NSERC University Faculty Award. The successful candidate must meet NSERC's eligibility criteria for the UFA program (www.nserc.ca/guide/sf32_e.html) and demonstrate the potential to establish an independent research program in a field currently supported by the Department. A successful nominee will be offered a tenure-track faculty position at the Assistant Professor level, commencing July 2007. The goal of the University Faculty Award Program is to increase the representation of women and Aboriginal peoples in faculty positions in the natural sciences and engineering. Candidates must have a PhD degree, a strong research record, an excellent aptitude for undergraduate and graduate teaching and an excellent reputation or permanent resident. For information about our Department and the research we are currently supported within it, see www.physics.mcmaster.ca. Applicants must submit a curriculum vitae, a statement of research interests and plans, a statement regarding teaching and research, and a letter of reference to be sent to: Chair, Department of Physics & Astronomy, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M1. Email and Fax applications will not be accepted. Complete applications must be received by August 15, 2006. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **PLANNING (URBAN DESIGN)** – University of Waterloo. Applications are invited for an Assistant Professor tenure track position in Urban Design. The ideal candidate will have doctoral level urban design credentials, have demonstrated experience in urban design from doctoral level landscape architecture or environmental design training will also be considered, a mix of international and North American urban design project experience and demonstrate potential for leadership in developing instructional design programs that include novel approaches to urban design studio instruction (including computer assisted design in urban planning studies). The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.) An additional interest in one or more of the following areas: urban design, development, industry economics, or urban ecology is an advantage. The successful candidate will teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants must demonstrate design achievement and since the School has a doctoral graduate program, a PhD is highly desired (significant professional achievement coupled with awards and/or publishing might be accepted if the individual has made level 1 contributions). Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applications must be received in hard copy and will include a letter of approach to learning and teaching, research goals, a current curriculum vitae, a portfolio of selected recent work and references (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio and CV. References will be contacted for those being considered in the second stage of review. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our WEB page <http://www.planning.uwaterloo.ca/>. The successful candidate will be able to consult and participate in career opportunities in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **POLITICAL SCIENCE** – University of Waterloo. The Department of Political Science, University of Waterloo, is seeking applications for a tenure track position in the field of Canadian Politics. The appointment will be at the rank of Assistant or Associate Professor. The starting date for this appointment is flexible but will be no later than September 1, 2007. Applicants will have a PhD with a demonstrated record of excellence in teaching and research or evidence of potential for excellence. The successful candidate will teach introductory Canadian politics and upper level courses in areas of particular interest, and teach and supervise graduate students in our rapidly growing graduate program. Applications, including curriculum vitae and the name of three referees, should be sent by August 15, 2006 to Dr. Robert Nodding, Chair, Department of Political Science, University of Waterloo, 200 University Avenue West, Waterloo, ON, N2L 3G1. Telephone: (519) 888-4567 ext. 6567; Fax: (519) 888-

CAREERS CARRIÈRES

4316. Email: nutbrown@waterloo.ca. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **POPULATION MEDICINE** — University of Guelph, The Department of Population Medicine, Ontario Veterinary College, University of Guelph, is seeking applications for a tenure-track faculty position in Epidemiology and/or as the Assistant or Associate Professor level. Applicants should have a DVM degree (or equivalent) and training in Epidemiology (or equivalent) level in veterinary epidemiology. Students expecting to complete their PhD within one year may apply. Experience in teaching and collaborative work with animal health and/or public health researchers and epidemiologists will be an asset. Advanced expertise in the design, conduct and analysis of observational studies and field experiments will also be an asset. Effective communication skills and a collegial attitude that will support active involvement in teaching, research and consultative service programs, are required. The position will include approximately 50% research, 35% teaching and 15% service. The successful candidate will have strong grounding in general and analytic epidemiology and an interest in focusing a research program in an area of importance to veterinary medicine. A primary responsibility will be to develop a research program and acquire general research funding to support graduate student training to the MS- and PhD level. The successful candidate will teach general epidemiology in undergraduate courses and general and analytic epidemiology in graduate courses. The Department of Population Medicine is home to a diverse team of faculty members working in veterinary epidemiology, farm animal and equine health management, food safety, zoonotic diseases, public health, applied animal behaviour, the human-animal bond, theriogenology, and ecosystem health. Seven faculty members of our department have PhD training in epidemiology. Our unit includes a faculty member who is a statistician and two statistical technicians who help with teaching and research consultations. The Ontario Veterinary College (www.uoguelph.ca) is a founding college of the University of Guelph which is Canada's leading comprehensive university. The City of Guelph (www.city.guelph.ca) is a pleasant community of 100,000 people located in southern Ontario approximately one hour west of central Toronto. Salary and rank are negotiable and commensurate with experience and qualifications. The deadline for applications is July 15, 2006 or until the position is filled. Please send a complete curriculum vitae and three references to: Dr. Scott McEwen, Acting Chair, Department of Population Medicine, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada, N1G 2W3. Fax: (519) 763-8621. Email: smcewen@uoguelph.ca. The University of Guelph is committed to an Employment Equity Program that includes special measures to achieve diversity among its faculty and staff. We, therefore, particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **SCIENCES ANIMALES** — University of Guelph (Collège d'Alfred). Le Département Animal et Poultier Science est à la recherche de candidats qualifiés pour combler un poste de professeur associé. Le lieu de travail sera au Collège d'Alfred. Professeur associé, production laitière biologique. Un poste avec possibilité de titularisation est disponible au Collège d'Alfred, situé à environ 65 kilomètres à l'est d'Ottawa. La langue de travail est le français. La personne en charge assurera le rôle de directeur du tout nouveau Centre de recherche en production laitière biologique, dont la mission est de devenir une source vitale de recherche et d'innovation pour l'industrie de la production laitière biologique. Les sujets de recherche porteront sur la reproduction, la sélection génétique, la nutrition animale, la qualité du lait et la production globale des troupeaux. L'expérience des autres centres démontre que les fermes non certifiées biologiques souffrent souvent des résultats des recherches concernant la production biologique végétale et animale. À Alfred, la recherche, le transfert de technologie et le développement de toute activité reliée à la production laitière biologique interagissent étroitement avec les programmes plus traditionnels des autres centres de recherche en production laitière qui sont situés en Ontario, au Québec et dans le Nord-Est des États-Unis. Il faudra également entretenir une collaboration avec les centres de recherche européens comparables. La personne chargée sera responsable du développement stratégique du centre. Elle collaborera avec un comité consultatif composé de membres de l'industrie, d'établissements de recherche et d'autres partenariats avec l'industrie et le monde universitaire, au Canada et ailleurs dans le monde, afin de mettre en place l'important programme de transfert de technologie, notamment dans les milieux moins favorisés. La personne devra aussi développer un programme de recherches dynamique et fructueux, se lancer activement à la recherche de financement supplémentaire, enseigner au Collège d'Alfred dans son domaine et superviser le travail des étudiants de troisième cycle. Les candidats intéressés seront évalués sur un PhD en sciences animales et devront travailler en étroite collaboration avec des vétérinaires pour surveiller l'état de santé du troupeau. La personne en poste devra avoir de l'expérience dans le domaine de la gestion d'un troupeau de vaches laitières, ainsi que dans la gestion du logement et du bien-être des animaux, et/ou de la nutrition. La candidature accompagnée d'une déclaration d'intérêt pour le poste, d'un curriculum vitae complet et des noms de trois personnes pouvant donner des références, doit être fournie au plus tard le 15 juillet 2006. Marcel Courte, Directeur, Collège d'Alfred, Université de Guelph, Alfred, Ontario, K0B 1A0. Fax: (613) 873-2125. Courriel: marcel.courte@ted.uoguelph.ca. L'entrée en force

est prévue pour le 1^{er} septembre 2006. Tous les candidats qualifiés sont encouragés à faire une demande. Priorité sera toutefois accordée aux Canadiens et aux résidents permanents. Le programme d'emploi de l'Université de Guelph comporte des mesures particulières, qui encouragent la candidature d'autochtones, des personnes avec des handicaps, des membres des minorités visibles et des femmes.

■ **SOCIOLOGY** — University of Alberta. The Department of Sociology in the Faculty of Arts at the University of Alberta invites applications for a tenure or tenure-track position for a full-time or part-time position. The position will involve some teaching and graduate supervision, as well as assisting the Executive Director of the Population Research Laboratory (PRL) in obtaining research grants, conducting research, writing reports and mentoring interns, students and postdoctoral fellows. Experience with survey research is a necessity and some administrative experience is desirable. Areas of specialization are open but preferred interests include the Sociology of Health, Age, and Aging, and the Sociology of the Family, Criminology and other policy relevant areas. The successful candidate will have a PhD in sociology, a commitment to interdisciplinary research and participating in the growth of the PRL. Starting date is July 1, 2007 or earlier (negotiable). Additional information about the Department and the PRL can be found at: www.waterloo.ca/~sociweb. Applicants should submit a letter of intent, curriculum vitae, and arrange for three confidential letters of reference to be sent to: Dr. R. A. Sydes, Professor and Chair, Department of Sociology, 5-21 H. Tory Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4. Fax: (780) 492-7185. Email: rsydes@ualberta.ca. Deadline: September 29, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents can be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We value diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **SYSTEMS DESIGN ENGINEERING** — University of Waterloo. Applications are invited for a tenure track faculty position at the rank of Assistant or Associate Professor. The candidates should possess a PhD in engineering and be able to demonstrate strong abilities in both teaching and research. Candidates should be able to teach courses in the areas of human factors, cognitive ergonomics, human-computer interaction, or user-centred design and evaluation. Desirable research areas include, but are not strictly limited to, human-computer interface design, cognitive engineering, situation awareness, human-machine interaction and human performance and safety. Our philosophy is to take a rigorous and multidisciplinary approach to designing for performance and system reliability based on sound human factors theory and confirmed by performance evaluation. The research group applies this philosophy to a wide range of domains and includes health care, aviation, robotics, process control and others. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop their research program. Industrial experience and eligibility for registration with the Professional Engineers of Ontario is highly desirable. Additional information on the University and the Department and its activities can be found at <http://www.uwaterloo.ca/>. Applications should be forwarded to: Mrs. V. Grieve, Administrative Assistant, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by email to vgrieve@engmail.uwaterloo.ca. Please forward your CV in accordance with the instructions provided at <http://sysdev.uwaterloo.ca/>. Applicants should also include a statement of how their research and teaching goals could contribute to the philosophy of the research group. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including persons with disabilities, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a desired starting date of September 1, 2006.

■ **SYSTEMS DESIGN ENGINEERING** — University of Waterloo. Applications are invited for a tenure track faculty position at the rank of Assistant or Associate Professor. The candidates should possess a PhD degree, normally in engineering, and be able to demonstrate strong abilities in both teaching and research. Our philosophy is to take an integrative and multidisciplinary approach to creative problem solving which takes into account stakeholders' value systems and satisfies important societal, environmental, economic and other criteria in order to enhance the decision making process when designing, implementing, and maintaining a system. An important system of systems to meet societal needs in a fair, ethical and sustainable manner throughout its life cycle. We are seeking a candidate who has the driving Systems Methodologies end is using them to solve interdisciplinary problems arising in Societal and Environmental Systems. The successful candidate will be expected to teach both undergraduate and graduate courses in its core areas in the area of Societal and Environmental Systems, supervise graduate students, and develop a leading-edge research program. Eligibility for registration as a Professional Engineer in the Province of Ontario is highly desirable. Additional information about the University and the Department and its activities can be found at <http://www.uwaterloo.ca/>. Applications should be forwarded to: Mrs. V. Grieve, Administrative Assistant, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by email to vgrieve@engmail.uwaterloo.ca. Please forward your Curriculum Vitae in accordance with the instructions provided at <http://sysdev.uwaterloo.ca/> under Positions Available. In your applica-

tion package, please include an explanation as to how your academic goals and accomplishments are in consonance with the philosophical constructs of the Department in the area of Societal and Environmental Systems. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a desired starting date of September 1, 2006.

ACCOMMODATIONS

■ **HALIFAX, NOVA SCOTIA** — Seabrook rental July 2006-June 2007. Fully furnished townhouse, 3 bedrooms, 1.6 1/2 bath, with separate office, 5 appliances, 2 decks and water view. \$1200 per month + utilities (negotiable). Contact: Katherine Side (902) 457-6712. Katherine.Side@msus.ca.

■ **PROVENCE, SOUTHERN FRANCE** — Villa For Rent in Southern France, Provence, Sept. 1, 2006 to May 31, 2007. Fully furnished 3 bedroom, 3 bathroom, 2 decks and water view. Large organic garden, tennis court, inground swimming pool, tennis court, near

Aix-en-Provence. \$1500 per month plus utilities. Contact: Dr. Sandra Beckett at 905 687 7315 or sbeckett@brocku.ca.

■ **CALGARY, ALBERTA** — Fully furnished 2 bedroom home for rent, Sept-April, 2006/07. Central location, \$1,000/month + utilities. Email: mdr@shaw.ca.

■ **VANCOUVER, B.C.** — SFU faculty member's west side house (near UBC) available Sept 1-Dec 31, 2006. Prefer couple, no pets, no smoking. 604 263 2054. dunstan@sfu.ca

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The College of Education is seeking an exceptional candidate to head the Department of Educational Psychology and Special Education. The Head will provide leadership and support to faculty and staff while enhancing a changing Department serving both undergraduate and postgraduate students. The Department is emerging from a period of significant organizational and cultural change. The Head will be a part of an energetic and forward-looking management team dedicated to building a vibrant Department and College.

The Head of the Department is expected to provide leadership by fostering excellence in research, teaching, professional activities, university-community relationships, and policy development in the academic disciplines within the Department, the institution, and the community. The Head will have an earned doctorate in one of School Psychology, Educational Psychology, Counselling Psychology, Special Education, Measurement and Evaluation, or a related discipline, and experience/interest in educational contexts. The Head will be an innovative, dynamic, and energetic leader with demonstrated competence in his/her field, and have a strong record in research, teaching, and administration.

The College of Education has 1200 undergraduate students and 350 graduate students. The Department has 15 tenure track positions. Graduate programs in the Department include a M.Ed. in 1) Educational Psychology and Special Education, 2) School and Counselling Psychology, 3) on-line postgraduate certificate in Special Education, and 4) a special case doctoral program.

Salary and rank will be commensurate with qualifications and may be made at the Associate or Full Professor rank. This is a full-time tenure track position, effective January 2007 or as negotiated. The initial term of Head will be for three to five years, subject to renewal.

The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Please submit a letter of application, curriculum vitae, and names and addresses of at least three referees by September 15, 2006 to:

Dr. Cecilia Reynolds, Dean
College of Education
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